

The University Senate of Michigan Technological University

Proposal 23-17

“Proposed Changes to Faculty Handbook Section 1.5.5 Non-Tenure-Track Academic Rank Definitions”

Submitted by: Provost’s Office

Overview:

This proposal revises the definition of Adjunct and Affiliated faculty to include all faculty ranks.

Background:

Beginning in September 2017, the University’s accrediting body (the Higher Learning Commission) will update its Assumed Practices guidelines related to review of university faculty credentials. At that time, the University will be required to have policies and procedures in place that ensure that each faculty member has appropriate qualifications to serve at each specific rank within every discipline.

In order to ensure that the University has in place a policy and process to ensure that non-tenure-track faculty possess appropriate disciplinary credentials, this proposal extends the ranks of Adjunct and Affiliated to all faculty ranks. This will make it clear to students and others that all instructing faculty possess the appropriate disciplinary credentials.

An example of how this new usage may be applied follows. Consider a staff member who is employed in Facilities Management who possesses a master’s degree in Electrical Engineering. If this staff member is asked to teach an undergraduate course in her/his area of expertise within the Department of Electrical and Computer Engineering they would need to have some sort of faculty appointment in Electrical and Computer Engineering. If this proposal is approved, the staff member could be appointed as an Adjunct ~~Instructor~~ Professor of Practice in Electrical and Computer Engineering before teaching the course. All such appointments would only be made if the appointment was recommended by the appointing department and approved through the normal non-tenure-track faculty appointment approval process.

As an additional example, consider a situation in which a Professor of Practice in Mechanical Engineering is asked to teach a course in Biomedical Engineering. That individual would need to have some form of faculty appointment in Biomedical Engineering before they would be able to teach the course. This proposal would make it possible for them to be appointed as an Affiliated Professor of Practice in Biomedical Engineering. All such appointments would only be made if the appointment was

recommended by the appointing department and approved through the normal non-tenure-track faculty appointment approval process.

Impact on Related Policies:

If this proposal is approved by the University Senate, Section 6.1 Faculty Definitions of the Board of Trustees Policies Manual will need to be updated. The updates that will be needed are included at the end of this document.

Proposed Revisions to Faculty Handbook Section 1.5.5

1.0 Current Version

ADJUNCT (Professor, Associate Professor, Assistant Professor): An appointment at this rank is offered to persons not regularly or primarily employed within an academic unit at the University. Such individuals--because of training, experience, credentials, and interest--are invited to participate in the teaching, research, and/or instructional programs of academic departments. Remuneration may be provided for teaching and/or research activities. Appointments shall be for no more than three years with the possibility of subsequent reappointments. (Version resulting from Senate Proposal 35-15.)

AFFILIATED FACULTY APPOINTMENTS: (Professor, Associate Professor, Assistant Professor): Affiliated faculty appointments are used to acknowledge and support the scholarly contributions that faculty may make in more than one discipline. All faculty members holding affiliated appointments must have a primary appointment within an academic department or school. The primary department or school will be responsible for annual reviews for the faculty member's reappointment, tenure, promotion, and salary consideration. The primary department/school is encouraged to seek and consider written input from the chair of the department(s) and/or dean of the school(s) hosting the faculty member's affiliated appointments.

Affiliated faculty appointments are at the same rank (i.e., professor, associate professor, or assistant professor) as a faculty member's primary appointment.

Affiliated faculty will not be granted tenure and/or promoted within a unit in which they hold an affiliated appointment.

Affiliated faculty appointments are possible with non-departmental and interdisciplinary programs as well as with departments or departmental programs.

All requests for affiliated appointments must be approved by the provost and president. Requests for affiliated appointments also need approval from the:

- faculty member's primary academic department chair or school dean,
- dean of their primary college (if in a college),

- approval from the affiliated-appointment discipline's department or school (for disciplinary appointments) or the appropriate executive group or director and graduate dean (for interdisciplinary appointments)
- dean of the faculty member's affiliated-appointment college (if the affiliated-appointment discipline is housed in a college).

2.0 Proposed Changes (with changes tracked):

ADJUNCT (Professor, Associate Professor, Assistant Professor, Instructor, Lecturer, Senior Lecturer, Principal Lecturer, Professor of Practice): An appointment at this rank is offered to persons not regularly or primarily employed within an academic unit at the University. Such individuals--because of training, experience, credentials, and interest--are invited to participate in the teaching, research, and/or instructional programs of academic departments. Remuneration may be provided for teaching and/or research activities. Appointments shall be for no more than three years with the possibility of subsequent reappointments. (Version resulting from Senate Proposal 35-15.)

AFFILIATED FACULTY APPOINTMENTS: (Professor, Associate Professor, Assistant Professor, Instructor, Lecturer, Senior Lecturer, Principal Lecturer, Professor of Practice, Research Assistant/Associate/Professor, Emeritus Professor): Affiliated faculty appointments are used to acknowledge and support the scholarly contributions that faculty may make in more than one discipline. All faculty members holding affiliated appointments must have a primary appointment within an academic department or school. The primary department or school will be responsible for annual reviews for the faculty member's reappointment, tenure, promotion, and salary consideration. The primary department/school is encouraged to seek and consider written input from the chair of the department(s) and/or dean of the school(s) hosting the faculty member's affiliated appointments. Affiliated faculty appointments are at the same rank (i.e., professor, associate professor, or assistant professor) as a faculty member's primary appointment.

Affiliated faculty will not be granted tenure and/or promoted within a unit in which they hold an affiliated appointment.

Affiliated faculty appointments are possible with non-departmental and interdisciplinary programs as well as with departments or departmental programs.

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- faculty member's primary academic department chair or school dean,
- dean of their primary college (if in a college),
- approval from the affiliated-appointment discipline's department or school (for disciplinary appointments) or the appropriate executive group or director and graduate dean (for interdisciplinary appointments)

- dean of the faculty member's affiliated-appointment college (if the affiliated-appointment discipline is housed in a college).

3.0 Proposed Revised Version (with changes accepted):

ADJUNCT (Professor, Associate Professor, Assistant Professor, Instructor, Lecturer, Senior Lecturer, Principal Lecturer, Professor of Practice): An appointment at this rank is offered to persons not regularly or primarily employed within an academic unit at the University. Such individuals--because of training, experience, credentials, and interest--are invited to participate in the teaching, research, and/or instructional programs of academic departments. Remuneration may be provided for teaching and/or research activities. Appointments shall be for no more than three years with the possibility of subsequent reappointments. (Version resulting from Senate Proposal 35-15.)

AFFILIATED FACULTY APPOINTMENTS: (Professor, Associate Professor, Assistant Professor, Instructor, Lecturer, Senior Lecturer, Principal Lecturer, Professor of Practice, Research Assistant/Associate/Professor, Emeritus Professor): Affiliated faculty appointments are used to acknowledge and support the scholarly contributions that faculty may make in more than one discipline. All faculty members holding affiliated appointments must have a primary appointment within an academic department or school. The primary department or school will be responsible for annual reviews for the faculty member's reappointment, tenure, promotion, and salary consideration. The primary department/school is encouraged to seek and consider written input from the chair of the department(s) and/or dean of the school(s) hosting the faculty member's affiliated appointments.

Affiliated faculty appointments are at the same rank (i.e., professor, associate professor, or assistant professor) as a faculty member's primary appointment.

Affiliated faculty will not be granted tenure and/or promoted within a unit in which they hold an affiliated appointment.

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All requests for affiliated appointments must be approved by the provost and president. Requests for affiliated appointments also need approval from the:

- faculty member's primary academic department chair or school dean,
- dean of their primary college (if in a college),
- approval from the affiliated-appointment discipline's department or school (for disciplinary appointments) or the appropriate executive group or director and graduate dean (for interdisciplinary appointments) dean of the faculty member's affiliated-appointment college (if the affiliated- appointment discipline is housed in a college).

Proposed Revisions to Board of Trustees Policy Manual Section 6.1

1.0 Current Version of Section 6.1 (first paragraph)

The faculty is comprised of two groups: "tenured and tenure-track faculty" and "non-tenure-track faculty". The "tenured and tenure-track faculty" is composed of those individuals holding the ranks of assistant professor, associate professor, and professor. The "non-tenure-track faculty" is composed of those individuals holding the ranks of instructor, lecturer, senior lecturer, principal lecturer, professor of practice, visiting (assistant/associate/professor), adjunct (assistant, associate/professor), research faculty (assistant/associate/professor), ROTC faculty appointments and emeritus faculty.

2.0 Proposed Changes (with changes tracked):

The faculty ~~is comprised of~~ two groups: "tenured and tenure-track faculty" and "non-tenure-track faculty". The "tenured and tenure-track faculty" ~~is comprised of those~~ individuals holding the ranks of assistant professor, associate professor, ~~and or~~ professor. The "non-tenure-track faculty" ~~is composed of those~~ comprises individuals holding the ranks of instructor, lecturer, senior lecturer, principal lecturer, professor of practice, visiting (assistant/associate/professor) faculty, adjunct (~~assistant, associate/professor all-ranks~~) professor, associate professor, assistant professor, instructor, lecturer, Senior Lecturer, principal lecturer, professor of practice faculty, affiliated (professor, associate professor, assistant professor, instructor, lecturer, senior lecturer, principal lecturer, professor of practice, research assistant/associate/professor, emeritus professor all-ranks) faculty, research ~~faculty~~ (assistant/associate/professor) faculty, ROTC faculty, ~~appointments and or~~ emeritus faculty.

Proposed Revised Version (with changes accepted):

The faculty comprises two groups: "tenured and tenure-track faculty" and "non-tenure-track faculty." The "tenured and tenure-track faculty" comprises individuals holding the rank of assistant professor, associate professor, or professor. The "non-tenure-track faculty" comprises individuals holding the rank of instructor, lecturer, senior lecturer, principal lecturer, professor of practice, visiting (assistant/associate/professor) faculty, adjunct (professor, associate professor, assistant professor, instructor, lecturer, senior lecturer, principal lecturer, professor of practice) faculty, affiliated (professor, associate professor, assistant professor, instructor, lecturer, senior lecturer, principal lecturer, professor of practice, research assistant/associate/professor, emeritus professor) faculty, research (assistant/associate/professor) faculty, ROTC faculty, or emeritus faculty.