1964

PROCEDURES TO DETERMINE FACULTY STATUS -- As amended, reconsidered and further amended.

University of Rhode Island Faculty Senate

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Transmittal Form for Bills Approved by the Faculty Senate

From: The Chairman, Faculty Senate
To: The President, Dr. Francis H. Horn
Enclosure

1. The attached resolution, entitled PROCEDURES TO DETERMINE FACULTY STATUS -- As amended, reconsidered and further amended.

is hereby forwarded to you for your consideration.

2. The official original and 2 copies for your use are attached.

3. This resolution was approved by vote of the Faculty Senate on October 15, 1964, was disapproved in part by the President on Nov. 6, 1964, (date) was modified by Bill No. 45 on Nov. 19, 1964, was reconsidered, amended, and adopted by the Senate on Dec. 17, 1964.

4. After your consideration, will you kindly indicate your approval or disapproval, as appropriate, and return it, completing the appropriate endorsement below.

December 29, 1964  (Signature) Chairman, Faculty Senate.

Endorsement 1.

From: The President, University of Rhode Island
To: The Chairman, Faculty Senate

1. Returned
2. Approved X Disapproved
3. (If approved) In my opinion, transmittal to the Board of Trustees would not be desired by the Board and is unnecessary.

Jan 2, 1965 (Signature) President, Univ. of R.I.

Received 1/4/65 (Signature) Chairman, Faculty Senate

Original forwarded to Secretary of the Senate and Registrar, E. Farrell, for filing in the archives of the University.

1/6/65 (Signature) Chairman, Faculty Senate
The Committee makes the following recommendations concerning matters referred to it by the Faculty Senate:

1. Manual Revision Committee recommendation for adoption of the statement concerning holding more than one rank. (7th edition first draft, April 4, 1963, Chapter 5, Section 1.2, page 30.)

Recommend: Deletion of the statement as unnecessary since appointments of this nature are no longer made.


A. Recommend: For Graduate Research Assistant and Graduate Assistant - Delete 2.32, page 82 7th edition, Graduate Research Assistant and substitute one title and definition as follows (page 42): 2.12 Graduate Assistant. A person with a Bachelor's degree who has been admitted to the Graduate School and is taking graduate work. Duties would consist of assisting, under supervision, with instructional and/or research activity of a department.

(See report of Subcommittee of the Graduate School, Jan. 31, 1963.)

Comment: There seems to be no need for two titles to cover the duties of personnel in this category, particularly since changes may frequently occur in assignments during the academic year.

B. Recommend: Delete "Junior Assistant and/or Junior Instructor", (Manual 7th edition, 2.12, page 42)

C. Add the title Teaching Assistant and the definition as follows:

2.13 Teaching Assistant. A person assisting with the instruction in a department. This category involves more responsibility and more contact with students than is the case with graduate assistants.

Comment: This title covers individuals who are not graduate assistants and who do not have faculty status.
D. Substitute the following definition for the present paragraph 2.11 (Chapter 5, Section 2):

2.11 Lecturer(s) are normally ad hoc appointees designated to give a series of special lectures or courses.

E. Add the following definitions of Adjunct Professors and Visiting Professors (Manual 7th edition, 3rd draft, page 43.)

2.18 Visiting Professor, Visiting Assoc. Professor, etc...Visiting....shall be used only for those persons holding academic rank at another institution or persons regularly engaged in similar and equivalent intellectual endeavor, who are in fact employed at the University of Rhode Island for a brief period on a temporary basis.

2.19. Adjunct Professor. The title Adjunct Professor is used for persons of established reputation or distinction in their field for the specific purpose of enabling them to work with graduate students or as members of special research teams, or to offer special instruction in their discipline. Adjunct professors receive no salary unless it is separately contracted, and are not entitled to tenure, but such appointments shall continue until specifically terminated. Nominations for Adjunct Professor shall originate in a department and the credentials of such a person will be examined in the same manner and with the same criteria for appointment in mind as are used with regular faculty appointments, before the candidate receives approval. Final approval of the appointment will rest with the Board of Trustees.

The Committee recommends substitution, in part, of the following materials for the present statements under Part II, Chapter 3, Section 2, of the Faculty Manual, 7th edition, 3rd draft, June 1964, pages 13 et seq.:

2. Instructional, Research, and Supervisory Personnel.

2.1 Faculty

Membership in the University Faculty, sometimes referred to as the General Faculty, is based on appointment by the Board of Trustees as such and on direct participation in or supervision of teaching and research within the University or its extension division. The General Faculty consists of Professors, Associate Professors, Assistant Professors, Instructors, the President, the Vice President for Academic Affairs, and Academic Deans.

2.2 To remain unchanged - under continuing study

2.3 Special Status Appointments.

The rights and privileges of faculty status, but without the rights of tenure and of election to the Faculty Senate, and with other stated exceptions, shall be extended to the following personnel categories:

2.31 Administrative Appointments.

The Vice-President for Student Affairs, the Deans of Students, the Director of Student Activities, the University Librarian, the University
Registrar, and the Deans and Directors of major University division, including Summer Session, Admissions, University Extension, Research Institutes, and Experiment Stations, with the further exception of the right of salary increment as defined for faculty ranks.

2.32 Temporary and part-time appointments

Temporary or part-time appointments shall be classified according to their equivalent faculty rank for the determination of salaries and salary increases. This category includes Lecturer, Adjunct Professor, Research Associates and others employed under limited programs of instruction or research.

2.33 Coaching appointments.

Coaching positions are based on appointment by the Board of Trustees and are related to the coaching of intercollegiate athletics. If such individuals are to be assigned a part-time responsibility for teaching or research within the University, they shall be separately contracted for such services.

2.34 Faculty equivalency appointments.

Faculty equivalency appointments in the College of Agriculture include home demonstration agents, county agents, 4-H agents, and urban agents. These positions are based upon appointment by the Board of Trustees and are related to youth and adult education through the Cooperative Extension Service. The positions do not carry faculty rank or tenure, but salaries and increments would ordinarily be on a scale comparable with that published for the faculty.

IV. The Committee also recommends revision, in part, of the material under Part II, Chapter 5, Section 2, 7th edition 3rd draft, page 42:

2. Titles.

2.1 Individuals having titles shall not have right of rank, tenure, or salary increments as defined for academic rank.

The following definition should be included:

2.17 Coach. These positions are based on appointment by the Board of Trustees and are related to the coaching of intercollegiate athletics. They do not carry faculty rank or tenure. Salary and increments will ordinarily be on a scale comparable to that published for the faculty, and the coach shall be accorded the customary privileges of the academic community.

Respectfully submitted,

Dean J. W. Cobble
Vice President E. W. Hartung
Dean R. J. Zorn
Professor Nestor Caroselli
Professor Bernard Schurman
Professor Robert Will, Chairman
Section 2. Instructional Research, and Supervisory Personnel.

2.1 Faculty. Membership in the University Faculty, usually referred to as the General Faculty, is based on appointment by the Board of Trustees as such and on direct participation in or supervision of teaching and research within the University or its extension divisions. The General Faculty consists of Professors, Associate Professors, Assistant Professors, Instructors, and the President, the Vice President for Academic Affairs, and Academic Deans.

(2.2 remains, unchanged)

2.3 Special Status Appointments. The rights and privileges of faculty status, but without the rights of tenure and of election to the Faculty Senate, and with other stated exceptions, shall be extended to the following personnel categories:

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The Vice President for Student Affairs, the Deans of Students, the Director of Student Activities, the University Librarian, the University Registrar, and the Deans and Directors of major University divisions, including Summer Session, Admissions, University Extension, Research Institutes and experiment stations, with the further exception of the right of salary increment as defined for faculty ranks.

2.32 Temporary and part-time appointments.
Temporary or part-time appointments shall be classified according to their equivalent faculty rank for the determination of salaries and salary increases. This category includes Lecturers, Research Associates and others employed under limited programs of instruction or research.

2.33 Coaching Appointments.
Coaching positions are based on appointment by the Board of Trustees and are related to the coaching of intercollegiate athletics. If such individuals are to be assigned a part-time responsibility for teaching or research within the University, they shall be separately contracted for such services.

2.34 Faculty equivalency appointments. (cf. 4.36)
Faculty equivalency appointments in the College of Agriculture include home demonstration agents, county agents, 4-H agents, and urban agents. These positions are based upon appointment by the Board of Trustees and are related to youth and adult education through the Cooperative Extension Service. The positions do not carry faculty rank or tenure, but salaries and increments would ordinarily be on a scale comparable with that published for the faculty.
Section 2. Titles.

2.1 Individuals having titles shall not have right of rank, tenure, or salary increments as defined for academic rank.

2.11 Lecturer(s) are normally ad hoc appointees designated to give a series of special lectures or courses.

(Old 2.12 to be deleted, i.e., Junior Assistant and/or Junior Instr.)

2.12 Graduate Assistant. A person with a bachelor's degree who has been admitted to the Graduate School and is taking graduate work. Duties would consist of assisting, under supervision, with instructional and/or research activity of a department. (cf. Ch. 6, 2.31)

2.13 Teaching Assistant. A person assisting with the instruction in a department. This category involves more responsibility and more contact with students than is the case with graduate assistants.

2.14 Special Assistants or Special Instructor, used as a title for persons who belong to none of the above categories but who are highly qualified to render special services.

2.15 Lecturers, Teaching Assistants, Special Assistants and Special Instructors may hold their titles without reference to length of service, rank or salary schedule.

2.16 Research Associates and Research Assistants, used for persons engaged at the University under a special research contract or through an industrial grant or grant from an agency not directly connected with the University or certain temporary federal funds, and whose term of employment has no basis of permanency. Persons having these titles shall not have faculty status, rank, tenure, or the right of salary increments as defined for academic rank.

2.16.1 The title Research Associate shall be used for those persons who have had substantial research training and experience and who are well-qualified and capable of planning and directing a research project independently after having been briefed on the objectives of such a project.

2.16.2 The title Research Assistant shall be used for those persons who have had research training and experience and who are qualified to conduct research under supervision.

2.17 Coach. These positions are based on appointment by the Board of Trustees and are related to the coaching of intercollegiate athletics. They do not carry faculty rank or tenure. Salary and increments will ordinarily be on a scale comparable to that published for the faculty, and the coach shall be accorded the customary privileges of the academic community.

2.18 Visiting Professor, Visiting Assoc. Professor, etc... Visiting... shall be used only for those persons holding academic rank at another institution or persons regularly engaged in similar and equivalent intellectual endeavor, who are in fact employed at the University of Rhode Island for a brief period on a temporary basis.
2.19 Adjunct Professor. The title Adjunct Professor is used for persons of established reputation or distinction in their field for the specific purpose of enabling them to work with graduate students or as members of a special research teams, or to offer special instruction in their discipline. Adjunct professors receive no salary unless it is separately contracted, and are not entitled to tenure, but such appointments shall continue until specifically terminated. Nominations for Adjunct Professor shall originate in a department and the credentials of such a person will be examined in the same manner and with the same criteria for appointment in mind as are used with regular faculty appointments, before the candidate receives approval. Final approval of the appointment will rest with the Board of Trustees.

Pages 82-83 (revised in part)

Delete the entire section 2.32 (i.e., 2.32 through 2.32.3), Graduate Research Assistant.
UNIVERSITY OF RHODE ISLAND
Faculty Senate

Report of the Special Senate Committee to Recommend Procedures for Determining Faculty Status

May 28, 1964
As edited, 15 October 1964
amended 15 October 1964
modified 17 December 1964

The Committee makes the following recommendations concerning matters referred to it by the Faculty Senate:

I. Manual Revision Committee recommendation for adoption of the statement concerning holding more than one rank. (7th edition first draft, April 4, 1963, Chapter 5, Section 1.2, page 30.)

Recommend: Deletion of the statement as unnecessary since appointments of this nature are no longer made.


A. Recommend: For Graduate Research Assistant and Graduate Assistant - Delete 2.32, page 83, 7th edition, Graduate Research Assistant and substitute one title and definition as follows:

2.17 Graduate Assistant. A person with a Bachelor's degree who has been admitted to the Graduate School and is taking graduate work. Duties would consist of assisting, under supervision, with instructional and/or research activity of a department.

(See report of Subcommittee of the Graduate School, Jan. 31, 1963.)

Comment: There seems to be no need for two titles to cover the duties of personnel in this category, particularly since changes may frequently occur in assignments during the academic year.

B. Recommend: Delete "Junior Assistant and/or Junior Instructor", (Manual 7th edition, 2.12, page 42)

C. Add the title Teaching Assistant and the definition as follows:

2.17 Teaching Assistant. A person assisting with the instruction in a department. This category involves more responsibility and more contact with students than is the case with graduate assistants.

Comment: This title covers individuals who are not graduate assistants and who do not have faculty status.
D. Substitute the following definition for the present paragraph 2.11 (Chapter 5, Section 2):

2.11 Lecturer(s) are normally ad hoc appointees designated to give a series of special lectures or courses.

E. Add the following definitions of Adjunct Professors and Visiting Professors (Manual 7th edition, 3rd draft, page 43.)

2.18 Visiting Professor, Visiting Assoc. Professor, etc., visiting ..., shall be used only for those persons holding academic rank at another institution or persons regularly engaged in similar and equivalent intellectual endeavor, who are in fact employed at the University of Rhode Island for a brief period on a temporary basis.

2.19. Adjunct Professor. The title Adjunct Professor is used for persons of established reputation or distinction in their field for the specific purpose of enabling them to work with graduate students or as members of special research teams, or to offer special instruction in their discipline. Adjunct professors receive no salary unless it is separately contracted, and are not entitled to tenure, but such appointments shall continue until specifically terminated. Nominations for Adjunct Professor shall originate in a department and the credentials of such a person will be examined in the same manner and with the same criteria for appointment in mind as are used with regular faculty appointments, before the candidate receives approval. Final approval of the appointment will rest with the Board of Trustees.

III. The Committee recommends substitution of the following materials for the present statements under Part II, Chapter 3, Section 2, of the Faculty Manual, 7th edition, 3rd draft, June 1964, pages 12 et seq.:

2. Instructional, Research, and Supervisory Personnel.

2.1 Faculty

Membership in the University Faculty, sometimes referred to as the General Faculty, is based on appointment by the Board of Trustees as such and on direct participation in or supervision of teaching and research within the University or its extension divisions. The General Faculty consists of Professors, Associate Professors, Assistant Professors, Instructors, the Vice President, the Vice President for Academic Affairs, and Academic Deans.

2.23 Special Status Appointments.

The rights and privileges of faculty status, but without the rights of tenure and of election to the Faculty Senate, and with other stated exceptions, shall be extended to the following personnel categories:

2.21 Administrative appointments.

The Vice-President for Student Affairs, the Deans of Students, the Director of Student Activities, the University Librarian,
the University Registrar, and the Deans and Directors of major University divisions, including Summer Session, Admissions, University Extension, Research Institutes, and Experiment Stations, with the further exception of the right of salary increment as defined for faculty ranks.

2.22 Temporary and part-time appointments

Temporary or part-time appointments shall be classified according to their equivalent faculty rank for the determination of salaries and salary increases. This category includes Lecturer, Adjunct Professor, Research Associates and others employed under limited programs of instruction or research.

2.23 Coaching appointments.

Coaching positions are based on appointment by the Board of Trustees and are related to the coaching of intercollegiate athletics. If such individuals are to be assigned a part-time responsibility for teaching or research within the University, they shall be separately contracted for such services.

2.24 Faculty equivalency appointments.

Faculty equivalency appointments in the College of Agriculture include home demonstration agents, county agents, 4-H agents, and urban agents. These positions are based upon appointment by the Board of Trustees and are related to youth and adult education through the Cooperative Extension Service. The positions do not carry faculty rank or tenure, but salaries and increments would ordinarily be on a scale comparable with that published for the faculty.

IV. The Committee also recommends revision of the material under Part II, Chapter 5, Section 2, 7th edition 3rd draft, page 42:

2. Titles.

2.1 Individuals having titles shall not have right of rank, tenure, or salary increments as defined for academic rank.

The following definition should be included:

2.12 Coach. These positions are based on appointment by the Board of Trustees and are related to the coaching of intercollegiate athletics. They do not carry faculty rank or tenure. Salary and increments will ordinarily be on a scale comparable to that published for the faculty, and the coach shall be accorded the customary privileges of the academic community.

Respectfully submitted,

Dean J. W. Cobble
Vice President E. W. Hartung
Dean R. J. Zorn
Professor Nestor Caroselli
Professor Bernard Schurman
Professor Robert Will, Chairman
Section 2. Instructional Research, and Supervisory Personnel.
2.1 Faculty. Membership in the University Faculty, usually referred to as the General Faculty, is based on appointment by the Board of Trustees as such and on direct participation in or supervision of teaching and research within the University or its extension divisions. The General Faculty consists of Professors, Associate Professors, Assistant Professors, Instructors, and the President, the Vice President for Academic Affairs, and Academic Deans.

Page 13 (revised in part)

2.3 Special Status Appointments. The rights and privileges of faculty status, but without the rights of tenure and of election to the Faculty Senate and with other stated exceptions, shall be extended to the following personnel categories:

2.31 Administrative Appointments. The Vice President for Student Affairs, the Deans of Students, the Director of Student Activities, the University Librarian, the University Registrar, and the Deans and Directors of major University divisions, including Summer Session, Admissions, University Extension, Research Institutes and experiment stations, with the further exception of the right of salary increment as defined for faculty ranks.

2.32 Temporary and part-time appointments. Temporary or part-time appointments shall be classified according to their equivalent faculty rank for the determination of salaries and salary increases. This category includes Lecturers, Research Associates and others employed under limited programs of instruction or research.

2.33 Coaching Appointments. Coaching positions are based on appointment by the Board of Trustees and are related to the coaching of intercollegiate athletics. If such individuals are to be assigned a part-time responsibility for teaching or research within the University, they shall be separately contracted for such services.

2.34 Faculty equivalency appointments. (cf. 4.36) Faculty equivalency appointments in the College of Agriculture include home demonstration agents, county agents, 4-H agents, and urban agents. These positions are based upon appointment by the Board of Trustees and are related to youth and adult education through the Cooperative Extension Service. The positions do not carry faculty rank or tenure, but salaries and increments would ordinarily be on a scale comparable with that published for the faculty.
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(Old 2.12 to be deleted, i.e., Junior Assistant and/or Junior Instr.)

2.12 Graduate Assistant. A person with a bachelor's degree who has been admitted to the Graduate School and is taking graduate work. Duties would consist of assisting, under supervision, with instructional and/or research activity of a department. (cf. Ch. 6, 2.51)

2.13 Teaching Assistant. A person assisting with the instruction in a department. This category involved more responsibility and more contact with students than is the case with graduate assistants.

2.14 Special Assistant or Special Instructor, used as a title for persons who belong to none of the above categories but who are highly qualified to render special services.

2.15 Lecturers, Teaching Assistants, Special Assistants and Special Instructors may hold their titles without reference to length of service, rank or salary schedule.

2.16 Research Associates and Research Assistants, used for persons engaged at the University under a special research contract or through an industrial grant or grant from an agency not directly connected with the University or certain temporary federal funds, and whose term of employment has no basis of permanency. Persons having these titles shall not have faculty status, rank, tenure, or the right of salary increments as defined for academic rank.

2.16.1 The title Research Associate shall be used for those persons who have had substantial research training and experience and who are well-qualified and capable of planning and directing a research project independently after having been briefed on the objectives of such a project.

2.16.2 The title Research Assistant shall be used for those persons who have had research training and experience and who are qualified to conduct research under supervision.

2.17 Coach. These positions are based on appointment by the Board of Trustees and are related to the coaching of intercollegiate athletics. They do not carry faculty rank or tenure. Salary and increments will ordinarily be on a scale comparable to that published for the faculty, and the coach shall be accorded the customary privileges of the academic community.
2.18 Visiting Professor, Visiting Assoc. Professor, etc. Visiting ... shall be used only for those persons holding academic rank at another institution or persons regularly engaged in similar and equivalent intellectual endeavor, who are in fact employed at the University of Rhode Island for a brief period on a temporary basis.

2.19 Adjunct Professor. The title Adjunct Professor is used for persons of established reputation or distinction in their field for the specific purpose of enabling them to work with graduate students or as members of special research teams, or to offer special instruction in their discipline. Adjunct professors receive no salary unless it is separately contracted, and are not entitled to tenure, but such appointments shall continue until specifically terminated. Nominations for Adjunct Professor shall originate in a department and the credentials of such a person will be examined in the same manner and with the same criteria for appointment in mind as are used with regular faculty appointments, before the candidate receives approval. Final approval of the appointment will rest with the Board of Trustees.

Delete the entire section 2.32 (i.e., 2.32 through 2.32.3), Graduate Research Assistant.
Penny

Revised form of Bill 45 is attached.

I have given a copy with transmitted sheet (work sheet) to Mrs. Cowell. She will type clean copy and prepare for your signature.

Arthur

P.S. - Both the original Bill 45 as disapproved, President's letter of disapproved, and the revised bill should be filed in the archives, for completeness of the record.
Recommendations of the Executive Committee, re' agenda item No. 5.

A. Re' reconsideration of Senate Bill 45. "Procedures to Determine Faculty Status--as amended." (References May 28 agenda & minutes; October 15 and Nov. 29 minutes.)

(a) Section 2.18. Visiting Professor. It is recommended that, in response to President Horn's objection, this section be revised to read as follows (changed portions underlined):

"2.18 Visiting Professor, Visiting Assoc. Professor, etc. Visiting...shall be used only for those persons holding academic rank at another institution or persons regularly engaged in similar and equivalent intellectual endeavor, who are in fact employed at the University of Rhode Island for a brief period on a temporary basis."

(b) Section 2.19. Adjunct Professor. It is recommended that, in response to President Horn's objection, this section be revised to read as follows (change portion underlined):

"2.19. Adjunct Professor. The title Adjunct Professor is used for persons of established reputation or distinction of their field for the specific purpose of enabling them to work with graduate students or as members of special research teams, or to offer special instruction in their discipline. Adjunct professors receive no salary unless it is separately contracted, and are not entitled to tenure, but such appointments shall continue until specifically terminated. Nominations for Adjunct Professor shall originate in a department and the credentials of such a person will be examined in the same manner and with the same criteria for appointment in mind as are used with regular faculty appointments, before the candidate receives approval. Final approval of the appointment will rest with the Board of Trustees."

(c) Sect. 2.3. Continued tenure in teaching position for a faculty member accepting an appointment not carrying tenure.

The section in Bill 45 reads: "2.3 (cf. old 2.2, which is to be deleted, page 14.) A faculty member who is transferred to a position or office in the University which in itself does not carry said status shall hold tenure if earned prior to transfer, so long as he is employed by the University."

6th edition page 11
In the Manual, 7th edition page 14 it reads:

"2.2 Any person who has had faculty status and who is transferred to a position or office in the University, which in itself does not carry said status, shall retain his faculty status so long as he is employed by the University, but without rank, tenure (unless earned before transferred), or the right of salary increment as defined for academic rank. In academic proceedings such a person shall be placed in the line on the basis of the rank last held."
The Executive Committee recommends that this provision in Bill 45 not be changed at this time. Attention is invited to the fact that no substantive change in this rule was proposed in Bill 45. The rule has been in effect for many years, having been approved by the Board of Trustees. If there is sentiment in favor of changing it, the matter should be considered as an item by itself, separate from the bill No. 45.

B. Reconsideration of Bill 47. Amending chapter 5, section 3.44, Promotion Process. (Senate minutes for May 28, Oct. 15, and Nov. 29, 1964.)

It is recommended that the decision of the Senate regarding Bill 47 be reconfirmed, and that the Chairman prepare a letter of rebuttal to the President's objection and forward the bill and the rebuttal to the Board of Trustees, by way of the President, in accordance with Section 10 of the Bylaws.

The section in question, as proposed in Bill 47, would read as follows (changed portion underlined):

"3.44. If in the opinion of the dean or the department chairman a faculty member's work is unsatisfactory under any of the criteria in section 5 below or section 1 under Tenure, to such a degree as to endanger his future promotion or retention at the University, it shall be the duty of the department chairman to give the faculty member formal notification in writing of the cause of dissatisfaction. Such notification shall normally follow the annual review of the faculty member's work but may be given at any other time seemed advisable."
Professor H. Perry Jeffries  
Chairman, Faculty Senate  
Narragansett Bay Campus  

Dear Perry:

I am returning, disapproved, Bill 45 concerning "Procedures to Determine Faculty Status--As Amended." My objections are to two provisions in the modifications. The first concerns Section 2.18, Visiting Professor, etc. This prescribes that these titles can be "used only for those persons holding academic rank at another institution." I was a Visiting Distinguished Professor at Southern Illinois University at a time in which I held no academic rank at another institution. In fact, when I was not employed by another institution. However, I went to the University on a one-year temporary appointment (although they requested me to remain). There are, indeed, many occasions when people who might be in government, even industry, or who are retired from other institutions and, therefore, do not "hold academic rank at another institution," whom we would wish to attract as a visiting professor. I cannot, therefore, approve this restriction on the employment practices of the University.

I cannot approve, also, Section 2.3 which states "a faculty member who is transferred to a position or office in the University, which in itself does not carry such status, shall hold tenure if earned prior to transfer, so long as he is employed by the University." I cannot be a party to permanent appointment for administrative officers. If a professor moves into an administrative position, for example, that of a dean, and has tenure, then his tenure as a professor continues. The dean is, in effect, an academic appointment; however, if I should wish to move a professor of Economics into the position of vice president for business affairs, he cannot, in my opinion, retain his tenure even as a professor. We cannot guarantee, for example, to hold a tenure position on the faculty open for an individual who has moved into non-academic administration. If he wishes to move into such an administrative position, he must take his chances just as if he came in from outside into the
position. If we make him an offer of the administrative post, he is under no obligation to accept it. If he does, he must then play the game according to the standard rules. He cannot have his cake and eat it too.

There is one further modification which needs to be made in the wording of another Section, No. 2. 19. This has to do with the appointment of an adjunct professor and concludes with the statement that he must be examined in the same fashion as other faculty appointments "before the candidate receives approval." The paragraph then has, in parentheses, (Board of Trustees?). Surely we should not be issuing an official statement of the University that indicates any doubt as to what a particular procedure is. Final procedure for approval is approval by the Board of Trustees. If the Senate wishes to recognize this fact, it can leave "Board of Trustees" in parentheses, but it must remove the question mark.

I shall, of course, be happy to discuss these sections which I am not approving with the members of the Senate or its Executive Committee.

Cordially,

Francis H. Horn
President

Enclosure
President Francis H. Horn  
Administration Building  
Campus  

Dear President Horn:

The Faculty Senate Chairman, Perry Jeffries, has given me a copy of your letter outlining your reasons for returning Senate Bill 45, concerning Procedures to Determine Faculty Status, disapproved. Because I had a hand in the final form of the bill, I am writing to you about it and I will take some initiative in preparing modifications in response to your objections. I shall consider your letter point by point.

Regarding your first paragraph. This provision was rather hastily drawn, by myself, after discussions with Vice President Hartung and the two committees involved. I thought I was embodying your point of view, as I received it second-hand through Dr. Hartung. Evidently I was not. Subsequently, Dean Knauss has also brought to my attention the same point in objection that you have cited. I gave it some thought, discussed it with Dean Knauss, and I am prepared to recommend to the Senate Executive Committee that they recommend to the Senate, modification, to read as follows (modification underlined): that Visiting Professor etc. can be "...used only for those persons holding academic rank at another institution or persons regularly engaged in similar and equivalent intellectual endeavor, who are in fact employed at the University of R.I. for a brief period on a temporary basis."

I hope this will meet with your approval and obviate the cause of your objection.

Regarding your second paragraph. (C.f. Univ. Manual, 7th edition draft, June 1964, page 14; and 6th edition, pages 11-12, D. Section I.) This item, regarding continuing tenure status for a faculty member transferred to a non-tenure position, was not really a part of the recommendations of the present bill at all. It appeared here only in the parts of the report showing how the present proposals would fit into the present manual; the only changes are the number of the paragraph, that part of the old statement appears elsewhere (at the beginning of the section), and that the reference to participation in academic processions is deleted. It is a part of the present manual; it was approved long ago by the Board of Trustees, and it has been a part of the Manual as long as I can remember. It therefore should not be permitted to obstruct approval of the present bill No. 45. To do that is a little like attaching a civil rights rider to an educational aid bill.
It may very well be that the provision should be re-examined. (I have always wondered how it could be implemented, and I know of no instance when it has been invoked. Gene Winslow expressed the same opinion last Spring.) If so, in my opinion, it should be done in its proper perspective, by suggesting a change in the present manual, by modifying or deleting it. This could be proposed on the Senate floor as a separate motion under new business.

Regarding your third paragraph, concerned with "Adjunct Professor". This is an error. The item was discussed on the Senate floor, and it should have been edited before it was forwarded to you. When the preliminary copy was written, there was some doubt whether the Board wanted to approve these appointments. Hence the question. Dr. Hartung later reported that they did. Permission was granted by the Senate to provide for this editorially. The notation "(Board of Trustees?)" should be changed. I suggest: "Final approval of the appointment will rest with the Board of Trustees."

So much for Bill No. 45.

We are considering some additional changes. The Executive Committee will recommend, in connection with Adjunct Professor: "...Adjunct Professors receive no salary unless it is separately contracted, but...". This is on the agenda for the Nov. 19 Senate meeting.

We shall consider further the titles of "Clinical Professor" etc. and "Clinical Associate", and we hope to discuss this with you and the Academic Deans when the Joint Committee on Educational Policy meets.

It would facilitate matters if the Senate Executive Committee could know your opinion of the suggestions in this letter before the matter comes back to the Senate floor.

Respectfully yours,

Robert W. Harrison
Member, Senate Executive Committee
From: The Chairman, Faculty Senate
To: The President, Dr. Francis H. Horn
Enclosure

1. The attached resolution, entitled "PROCEDURES TO DETERMINE FACULTY STATUS -- AS AMENDED" is hereby forwarded to you for your consideration.

2. The official original and 2 copies for your use are attached.

3. This resolution was approved by vote of the Faculty Senate on October 15, 1964.

4. After your consideration, will you kindly indicate your approval or disapproval, as appropriate, and return it, completing the appropriate endorsement below.

October 27, 1964
(Signature) Chairman, Faculty Senate

Endorsement 1.

From: The President, University of Rhode Island
To: The Chairman, Faculty Senate

1. Returned.
2. Approved [X] Disapproved
3. (if approved) In my opinion, transmit to the Board of Trustees would not be desired by the Board and is unnecessary.

November 6, 1964
(Signature) President, Univ. of R.I.

Received
(Signature) Chairman, Faculty Senate

Original forwarded to Secretary of the Senate and Registrar, E. Farrell, for filing in the archives of the University.

(Signature) Chairman, Faculty Senate
The Committee makes the following recommendations concerning matters referred to it by the Faculty Senate:

I. Manual Revision Committee recommendation for adoption of the statement concerning holding more than one rank. (6th Edition, Chapter 5, Section 1.2)

Recommend: Deletion of the statement as unnecessary since appointments of this nature are no longer made.

II. Definitions of titles of Teaching Assistant, Graduate Research Assistant, and Lecturer. (6th Edition, Page 24, F, Section 2, and minutes of the Graduate Faculty for February 26, 1963.)

A. Recommend: For Graduate Research Assistant and Graduate Assistant - delete 2.16.2 Graduate Research Assistant and substitute one title and definition as follows:

2.13 Graduate Assistant. A person with a Bachelor's degree who has been admitted to the Graduate School and is taking graduate work. Duties would consist of assisting, under supervision, with instructional and/or research activity of a department.

(See report of subcommittee of the Graduate School, January 31, 1963.)

Comment: There seems to be no need for two titles to cover the duties of personnel in this category, particularly since changes may frequently occur in assignments during the academic year.

B. Delete: Research Assistant

Comment: There is no need for this category since it is covered by Graduate Assistant.
C. Add the title Teaching Assistant and the definition as follows:

2.17 Teaching Assistant. A person assisting with the instruction in a department. This category involves more responsibility and more contact with students than is the case with graduate assistants.

Comment: This title covers individuals who are not graduate assistants and who do not have faculty status.

D. Substitute the following definition for the present paragraph 2.11 (Chapter 5, Section 2):

2.11 Lecturer(s) are normally ad hoc appointees designated to give a series of special lectures or courses.

III. The Committee recommends substitution of the following materials for the present statements under Part II, Chapter 3, Section 2, of the Faculty Manual:

2. Instructional, Research, and Supervisory Personnel

2.1 Faculty

Membership in the University Faculty, sometimes referred to as the General Faculty, is based on appointment by the Board of Trustees as such and on direct participation in or supervision of teaching and research within the University or its extension divisions. The General Faculty consists of Professors, Associate Professors, Assistant Professors, Instructors, the President, the Vice President for Academic Affairs, and Academic Deans.

2.2 Special Status Appointments

The rights and privileges of faculty status, but without the rights of tenure and of election to the Faculty Senate, and with other stated exceptions, shall be extended to the following personnel categories:

2.21 Administrative appointments

The Vice President for Student Affairs, the Deans of Students, the Director of Student Activities, the University Librarian, the University Registrar, and the Deans and Directors of major University divisions,
including Summer Session, Admissions, University Extension, Research Institutes, and Experiment Stations, with the further exception of the right of salary increment as defined for faculty ranks.

2.22 Temporary and part-time appointments

Temporary or part-time appointments shall be classified according to their equivalent faculty rank for the determination of salaries and salary increases. This category includes Lecturer, Adjunct Professor, Research Associates and others employed under limited programs of instruction or research.

2.23 Coaching appointments

Coaching positions are based on appointment by the Board of Trustees and are related to the coaching of Intercollegiate Athletics. If such individuals are to be assigned a part-time responsibility for teaching or research within the University, they shall be separately contracted for such services.

2.24 Faculty equivalency appointments

Faculty equivalency appointments in the College of Agriculture includes home demonstration agents, county agents, 4-H agents, and urban agents. These positions are based upon appointment by the Board of Trustees and are related to youth and adult education through the Cooperative Extension Service. The positions do not carry faculty rank or tenure, but salaries and increments would ordinarily be on a scale comparable with that published for the faculty.

2.3 A faculty member who is transferred to a position or office in the university, which in itself does not carry said status, shall hold tenure if earned prior to transfer so long as he is employed by the University.

IV. The Committee also recommends revision of the material under Part II, Chapter 5, Section 2:

2. Titles.

2.1 Individuals having titles shall not have right of rank, tenure, or salary increments as defined for academic rank.
The Following definition should be included:

2.18 Coach. These positions are based on appointment by the Board of Trustees and are related to the coaching of Intercollegiate Athletics. They do not carry faculty rank or tenure. Salary and increments will ordinarily be on a scale comparable to that published for the faculty, and the coach shall be accorded the customary privileges of the academic community.

Respectfully submitted,

Dean J. W. Cobble
Vice President E. W. Hartung
Dean R. J. Zorn
Professor Nestor Caroselli
Professor Bernard Schurman
Professor Robert Will, Chairman
Pursuant to a conference of a representative of the Executive Committee with the Senate Special Committee to Recommend Procedures to Determine Faculty Status and the Graduate Faculty ad Hoc Committee to Study Graduate Assistantships and Graduate Student Employment, with whom there was concurrence, it is recommended that changes be made in the Report of the Faculty Status Committee dated May 28, 1964, as follows:

1. Editorial changes.
   Item I, line 2, "6th edition" should read "7th edition, first draft, April 4, 1963."

   Item II, paragraph 1, Add to the references, "7th edition, 2nd draft, Summer, 1963, page 83, Ch. 6, Paragraph 2.32."

   Item II, A., line 2, "2.16.2" should read "2.32."


   Item IV., Add additional reference, "7th ed, 3rd draft, p. 42."

1. Amendments.
   Item II B. Delete section B. entirely. (i.e., retain the title "Research Assistant", as it is in 7th ed., 3rd draft, in page 42, paragraphs 2.16 and 2.16.2).

   Delete "Junior Assistant and/or Junior Instructor", old 2.12, p. 42.

   Item II. Add E., the following definition of Adjunct Professor, Manual 7th Ed., 3rd draft, page 42:

   "2.19 Adjunct Professor. The title Adjunct Professor is used for persons of established reputation or distinction in their field for the specific purpose of enabling them to work with graduate students or as members of special research teams, or to offer special instruction in their discipline. Adjunct Professors receive no salary and are not entitled to tenure, but such appointments shall continue until specifically terminated. Nominations for Adjunct Professor shall originate in a department, and the credentials of such a person will be examined in the same manner and with the same criteria for appointment in mind as are used with regular faculty appointments, before the candidate receives approval. (Ch. of Trustees)"

   "2.18. Visiting Professor, Visiting Assoc. Professor, etc. Visiting shall be used only for those persons holding academic rank at another institution who are in fact employed at the University of R. I. only for a brief period of a temporary basis."

   If these amendments are approved, and the recommendations in the May 28 report as amended are adopted, the pertinent paragraphs in the 7th edition of the Univ. Manual, 3rd draft (June 1964) would read as set forth in the attached pages.
Manual, 7th ed., revised, as it would be if the recommendations of the Senate Special Committee to Recommend Procedures for determining Faculty Status were amended as recommended and adopted. Report of May 28, 1964.

(Changed portions of Manual are underlined, or indicated by parentheses when deletions are concerned.)

Page 13 (revised in part)

Section 2. Instructional Research, and Supervisory Personnel.

2.1 Faculty. Membership in the University Faculty, usually referred to as the General Faculty, is based on appointment by the Board of Trustees as such and on direct participation in or supervision of teaching and research within the University or its extension divisions. The General Faculty consists of Professors, Associate Professors, Assistant Professors, Instructors, and the President, the Vice President for Academic Affairs, and Academic Deans. (Note deletion of remainder of 2.1)

Page 14 (revised in part)

2.2 (Note deletion of old 2.2, which is to be modified as 2.3)

Special Status Appointments. The rights and privileges of faculty status, but without the rights of tenure and of election to the Faculty Senate and with other stated exceptions, shall be extended to the following personnel categories:

2.21 Administrative Appointments.

The Vice President of Student Affairs, the Deans of Students, the Director of Student Activities, the University Librarian, the University Registrar, and the Deans and Directors of major University divisions, including Summer Session, Admissions, University Extension, Research Institutes and experiment stations, with the further exception of the right of salary increment as defined for faculty ranks.

2.22 Temporary and part-time appointments.

Temporary or part-time appointments shall be classified according to their equivalent faculty rank for the determination of salaries and salary increases. This category includes Lecturers, Research Associates and others employed under limited programs of instruction or research.

2.25 Coaching Appointments.

Coaching positions are based on appointment by the Board of Trustees and are related to the coaching of intercollegiate Athletics. If such individuals are to be assigned a part-time responsibility for teaching or research within the University, they shall be separately contracted for such services.

2.24 Faculty equivalency appointments. (cf. P. 47, 4.36)

Faculty equivalency appointments in the College of Agriculture include home demonstration agents, county agents, 4-H agents, and urban agents. These positions are based upon appointment by the Board of Trustees and are related to youth and adult education through the Cooperative Extension Service. The positions do not carry faculty rank or tenure, but salaries and increments would ordinarily be on a scale comparable with that published for the faculty.
2.3 (cf. old 2.2, which is to be deleted, page 14.) A faculty member who is transferred to a position or office in the University, which in itself does not carry said status, shall hold tenure if earned prior to transfer, so long as he is employed by the University.

Section 2. Titles.

2.1 Individuals having titles shall not have (...) right of rank, tenure, or salary increments as defined for academic rank.

2.11 Lecturer(s) are normally ad hoc appointees designated to give a series of special lectures or courses.

(old 2.12 to be deleted, i.e., Junior Assistant and/or Junior Instructor)

2.12 Graduate Assistant. A person with a bachelor's degree who has been admitted to the Graduate School and is taking graduate work. Duties would consist of assisting, under supervision, with instructional and/or research activity of a department. (cf. Ch. 6, 2.31, page 31)

2.13 Teaching Assistant. A person assisting with the instruction in a department. This category involves more responsibility and more contact with students than is the case with graduate assistants.

2.14 Special Assistant or Special Instructor, used as a title for persons who belong to none of the above categories but who are highly qualified to render special services.

2.15 Lecturers, Teaching Assistants, Special Assistants and Special Instructors may hold their titles without reference to length of service, rank or salary schedule.

2.16 Research Associates and Research Assistants, used for persons engaged at the University under a special research contract or through an industrial grant or grant from an agency not directly connected with the University or certain temporary federal funds, and whose term of employment has no basis or permanency. Persons having these titles shall not have faculty status, rank, tenure, or the right of salary increments as defined for academic rank.

2.16.1 The title Research Associate shall be used for those persons who have had substantial research training and experience and who are well-qualified and capable of planning and directing a research project independently after having been briefed on the objectives of such a project.

2.16.2 The title Research Assistant shall be used for those persons who have had research training and experience and who are qualified to conduct research under supervision.

2.17 Coach. These positions are based on appointment by the Board of Trustees and are related to the coaching of intercollegiate Athletics. They do not carry faculty rank or tenure. Salary and increments will ordinarily be on a scale comparable to that published for the faculty, and the coach shall be accorded the customary privileges of the academic community.
2.18 Visiting Professor, Visiting Assoc. Professor, Etc. Visiting
shall be used only for those persons holding academic rank at another
institution who are in fact employed at the University only for a brief
period on a temporary basis.

2.19 Adjunct Professor. The title Adjunct Professor is used for
persons of established reputation or distinction in their field for the
specific purpose of enabling them to work with graduate students or as
members of special research teams, or to offer special instruction in
their discipline. Adjunct Professors receive no salary and are not entitled
to tenure, but such appointments shall continue until specifically terminated.
Nominations for Adjunct Professor shall originate in a department, and the
credentials of such a person will be examined in the same manner and with the
same criteria for appointment in mind as are used with regular faculty appoint-
ments, before the candidate receives approval. (Board of Trustees?)

Delete entire section 2.32 (2.32 through 2.32.3), Graduate Research
Assistant.