1964

PROCEDURES TO DETERMINE FACULTY STATUS -- AS AMENDED

University of Rhode Island Faculty Senate

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UNIVERSITY OF RHODE ISLAND
FACULTY SENATE

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
   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 22, 1969.

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

   October 27, 1969
   (Signature) Chairman, Faculty Senate.

Endorsement 1.

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

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

   (Signature) President, Univ. of R.I.

Received ______ (Signature) Chairman, Faculty Senate

Original forwarded to Secretary of the Senate and Registrar, E.J. 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:

2.10 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. (Bd. 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 States 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.
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 appointments, before the candidate receives approval. (Board of Trustees?)

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