

Appendix D

Faculty Definitions in Other (AAU) Universities

Interview with Sandra Gautt

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University of Kansas

Faculty roles at the University of Kansas, an AAU university, include the following.

Faculty

- Faculty are persons who are appointed as assistant, associate, or full professors; are tenured or on tenure lines; and are responsible for teaching, research, and service. Librarians are tenurable faculty, are expected to do scholarly work, and are eligible for sabbaticals.
- Instructors are employed in term positions and are employed to teach. The university has greatly reduced the number of instructor lines because of AAUP Redbook guidelines. According to AAUP, persons who are continuously employed full-time as instructors for multiple years are eligible for tenure (de facto tenure).
- Contract lecturers are hired now instead of instructors. Contract lecturers can be appointed full time for 3 years. After two 3 year appointments with annual reviews, the person can be appointed for 5 years contingent on a review of the position and individual performance within the position. The timeline is driven by instructional needs. Deans must justify the position for rehiring to take place. Teaching is the only responsibility of a contract lecturer, and the position might consist of up to a 5/6 teaching load. A lecturer is not an instructor, so the AAUP issue of default tenure is not an issue. The faculty governance committee is concerned about overuse of contract lecturer positions rather than tenurable faculty positions, so deans must justify requests for these positions

Academic staff

- Persons who have the same credentials as faculty are appointed as faculty equivalent researchers (assistant research professors, associate research professors, or full research professors). These titles were initially used because some felt that funding agencies might not recognize the designation of *scientist*, and persons with this title might be disadvantaged in applying for funds.
- Gautt feels the use of these titles has strengthened the research mission of the university. They have also strengthened the teaching mission of the university and provided flexibility for engagement through the use of courtesy appointments – sometimes in multiple departments.
- Academic staff who are appointed on state funds are eligible for sabbatical leave, but those appointed on grant funds are not. Academic staff who are appointed on grant funds are assumed to have term appointments based on the life of a grant but frequently continue to attract funding and are reappointed subject to satisfactory reviews.
- These persons can also have courtesy appointments to departments to teach, but their primary role is research.

- Persons who are faculty equivalent researchers are expected to seek funding that is clearly tied to research.

Unclassified staff

- These persons are professionals who fulfill non-faculty roles such as advising, student services, and administrative assistance.

Classified staff (now University Support Staff)

- Classified staff were part of the state civil service system and thus subject to the rules and regulations of state government. The disadvantage of classification within state civil service was that the role was tied to the state pay grade system. Salary increases were not tied to performance, and there were sometimes conflicts in schedules (e.g. state holidays when the university is open and vice versa. Now, these persons are classified as University Support Staff.

Evaluations

- There is no central data system such as FAR for linking faculty effort to performance. Each department was asked to develop a faculty evaluation plan including department-specific format and elements.
- The university developed a post-tenure review system in response to a Kansas Board of Regents (self-governing, appointed and elected, all state universities) request for post tenure review every five years. KU argued that the annual evaluation system was sufficiently rigorous to effectively provide for post-tenure review. One element of departmental evaluation plans is *failure to demonstrate academic progress*. Three successive unsatisfactory annual reviews trigger development of a faculty development plan. Failure to meet the faculty development plan within three years can lead to dismissal.

Issues

- Over time changes in culture, roles, and expectations with increased emphasis on research.
- Institutional aspirations as well as AAUP issues such as defacto tenure have influenced faculty classifications.

Faculty Classifications from University of Illinois

DEFINITION OF EMPLOYMENT CATEGORIES

Academic Employment Categories

Academic employees receive a Notification of Appointment, which is an academic contract issued by the Board of Trustees. The academic contract specifies the terms of the appointment. There are many similarities in the rights and privileges afforded to academic employees, a couple of key exceptions are eligibility for indefinite tenure and specific provisions in applicable collective bargaining agreements.

Faculty: Included within the faculty are those in the tenured/tenure-track professorial ranks

- Professors
- Associate professors
- Assistant professors

Other Academic Staff: Non-tenured positions are other academic ranks recognized within the academic staff

- Modified Professorial titles: Visiting, Adjunct, Clinical, Research
- Lecturer
- Instructor
- Associates: Teaching, Clinical, Research (including Post-Doctoral Research Associates)

Academic Professional (AP): Academic professionals are those employees whose positions have been exempted from the State University Civil Service System as meeting specialized administrative, professional, or technical needs.

Visiting Academic Professional (VAP): Academic professionals appointed for a temporary duration, not to exceed three years and are subject to the terms of a collective bargaining agreement with the Visiting Academic Professionals Association (AAP/IEA/NLA).

Graduate Assistant (GA): Graduate assistants are graduate students with percentage time appointments that typically generate a tuition and fee waiver. Students must be enrolled and in good academic standing in a graduate degree program. Four types of assistants are:

- Teaching Assistant (TA)*
- Graduate Administrative Assistant (GA)*
- Research Assistant (RA)
- Pre-professional Graduate Assistant (PGA)

* TA's and GA's are covered by a collective bargaining agreement with the Graduate Employees Organization (GEO)

Academic and Grad Hourly: Temporary positions in which staff are paid on an hourly basis per the Federal Labor Standards Act. Employees filling graduate hourly positions must be enrolled in a graduate degree program.

Academic Human Resources Quick Reference Guide

FACULTY TITLES and OTHER ACADEMIC TITLES

POLICY SUMMARY

Only approved titles may be used for faculty positions.

GUIDELINES

1. Approved faculty titles include the following:

Professor
Associate Professor
Assistant Professor

Other Academic Staff include the following:

(NOTE: These titles are being reviewed by the Provost's Office.)

Instructor (special approval from Provost Office required)	Clinical Assistant
Lecturer	Clinical Associate
Teaching Associate	Postdoctoral Research Associate
Research Associate (special AHR approval required)	

2. Modifiers may be applied to the above titles, including:

Research
Adjunct
Clinical
Visiting
Emeritus (Professor, Associate Professor)

3. The titles Assistant/Associate/Professor must be used with a modifier if the person holding that title is not in a tenured or tenure track position. Exceptions must be approved by the Provost's office. A modifier of visiting or adjunct must also be part of the title if the individual is international on a J-1 VISA.
4. Both Lecturer and Instructor are appointed on a year-to-year basis with no formal notice of non-reappointment rights. The Provost's Office must approve use of the title of Instructor.
5. Lecturer is used most often for new faculty members who are "all but dissertation" (ABD).
6. Teaching Associate is often used for individuals hired with a master's degree.
7. Units set the rank for faculty positions according to the criteria for qualifications from their existing faculty.

POLICY REFERENCES

For additional information:

Provost's Communication:

Communication #2: Offering Academic Positions

<http://provost.illinois.edu/communication/02/index.html>

Communication #3: Appointments of Faculty and Academic Professionals

<http://provost.illinois.edu/communication/03/index.html>