

Appendix E

Links to Other Relevant Documents

Reviewed by the Roles Committee

Definition of Faculty used for IPEDS

Faculty: Persons whose specific assignments customarily are made for the purpose of providing instruction or teaching, research, or public service as a principal activity (or activities). They may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of those academic ranks. Faculty may also include the chancellor/president, provost, vice provosts, deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or the equivalent) if their principal activity is instruction combined with research and/or public service. Graduate, teaching, and research assistants are not included in this category.

Delaware Survey



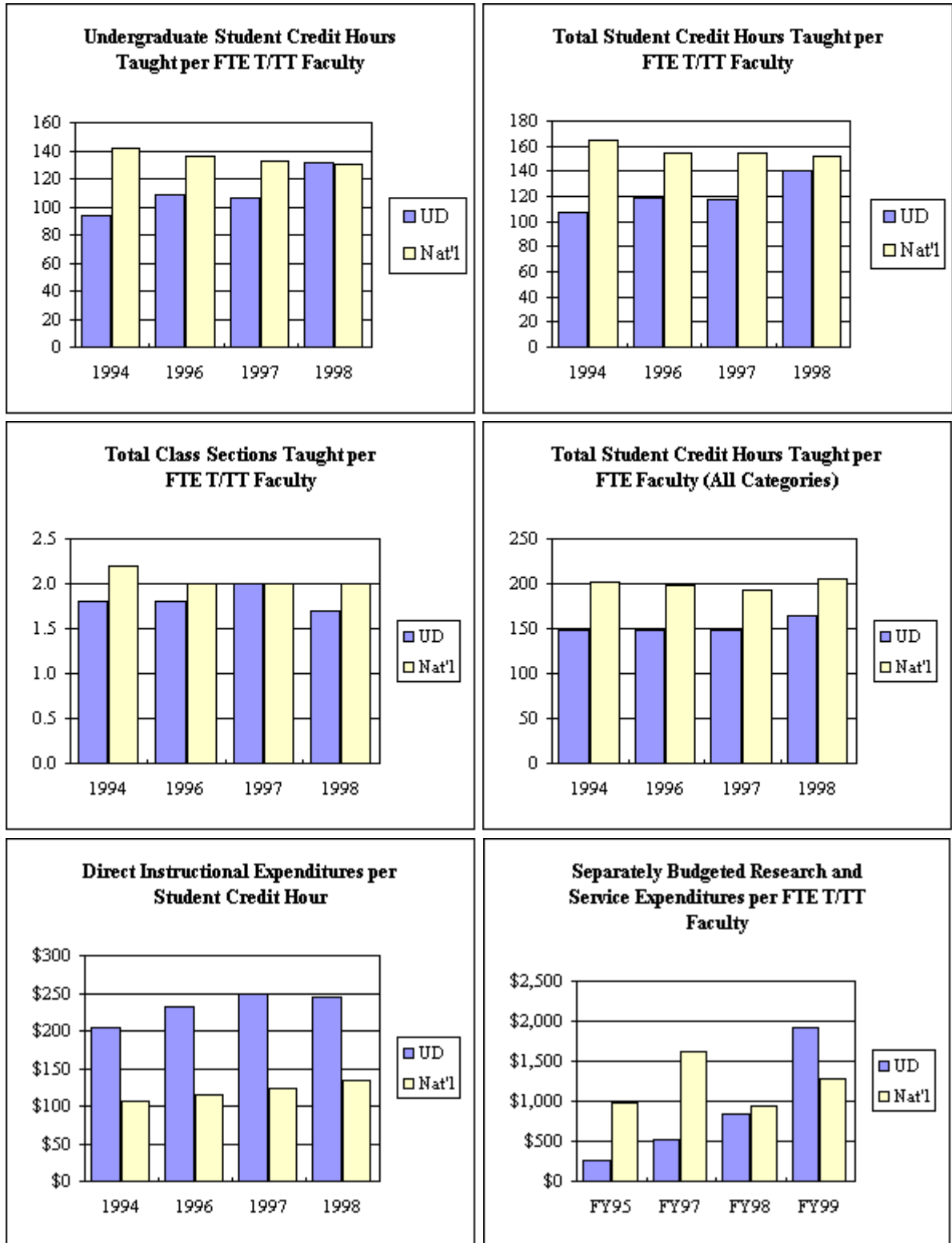
Descriptive Summary

Finally, an analytical tool that allows you to benchmark teaching workloads, instructional costs and productivity, by academic discipline.

- How do the teaching loads of tenured faculty in your academic programs compare with national benchmarks?
- What proportion of undergraduate teaching at your institution is done by regular faculty, and how does that compare with other colleges and universities?
- Does it cost more to deliver a student credit hour of instruction at your institution than it does at your peers?
- How do externally funded research and service within your academic departments measure up against your competitors?

Answers to these questions can be found in a detailed data base, accessible through the National Study of Instructional Costs and Productivity (Delaware Study). Participation in the Delaware Study affords you clear, concise analysis of data on teaching loads by faculty category, direct cost of instruction, and externally funded research and service productivity. The Delaware Study enables you to compare your institutional data with national benchmarks arrayed by Carnegie institution type and by highest degree offered and undergraduate/graduate program mix within a discipline. *Moreover, you may select your own custom group of peer institutions against whom you'd like to benchmark your data.* Consider

the power of the information in the following charts, taken from an actual department in the Delaware Study:



The ability to assess departmental instructional costs and national disciplinary benchmarks allows for better-informed decisions with regard to resource allocation and utilization.

Who uses the Delaware Study?

Over 500 colleges and universities, including:

- State University of New York System
- University of North Carolina System
- California State University System
- University of Missouri System
- Louisiana Board of Regents
- Members of Association of American Universities Data Exchange (AAUDE)
- Members of Southern Universities Group (SUG) Data Exchange
- Members of Higher Education Data Sharing (HEDS) Consortium

The Delaware Study is attractive because it is unique:

- Comparisons are made at the *academic discipline* level of analysis.
- Teaching workloads are analyzed by faculty type, i.e., tenured and tenure track; other permanent faculty; supplemental faculty; and graduate teaching assistants.
- Participants can define their own peer groups.
- The data definitions, methodology and data collection tools are regularly reviewed by representatives from participating institutions.
- The Delaware Study is longitudinal, and enables you to track trend data over extended periods of time.
- The measures enjoy widespread national acceptance and use.

Some 39 states currently have, or are contemplating legislation or regulations mandating faculty accountability reporting. If higher education does not develop credible reporting techniques, external bodies will intervene. The Delaware Study meets that need for a credible, national benchmarking tool.

To learn more about the Delaware Study, contact:

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2006 USF Memo re Faculty Definitions

DATE: June 7, 2006

SUBJECT: Definition of Faculty

To: Ralph Wilcox
Dwayne Smith

From: Kofi Glover

The University of South Florida currently has no definitions of what constitutes a member of the faculty. Most universities do. Because of increasing state and federal reporting requirements (many of which significantly impact faculty productivity, particularly in areas of instructional and research performance). USF needs to define who is “faculty.” There is a need for greater specificity than the current usage of “those on the faculty pay plan.” This definition would be placed in the Faculty Handbook.

Parameters of definitions:

A member of the University of South Florida faculty:

1. Ordinarily, must hold a terminal degree or must meet SACS requirements for exceptions.
2. Must hold an appointment in an academic department, program or equivalent unit.
3. Holds an academic rank. These include Professors –Full, Associate and Assistant; Instructors, Research Professor, Associate Research Professor and Assistant Research Professor. Also included are Clinical Faculty and University Librarian, Associate and Assistant University Librarians and Instructor Librarian.
4. Has a responsibility (more than 75% annual assignment) in teaching and/or research and/or academic leadership. Teaching must be instruction for academic credit.

Research must be funded research in which the faculty member is the principal investigator or non-funded research in which the faculty member is engaged in scholarly/creative activity recognized by peers as research. Research does not include laboratory technician work or field data information gathering.

5. The person must have at least 75% employment at USF (except for those in phased retirement who carry .50% FTE).

USF Collective Bargaining Agreement Position Classifications

20042007

University of South Florida/United Faculty of Florida

Collective Bargaining Agreement

Appendix A

Position Classifications in the Bargaining Unit

All employees in the following position classifications holding regular, visiting, provisional, research,

affiliate, or joint appointments are included in the bargaining unit:

9001 Professor

9002 Associate

Professor

9003 Assistant

Professor

9004 Instructor

9005 Lecturer

9006 Graduate

Research Professor

9007 Distinguished

Service Professor

9009 Eminent

Scholar

9016 University

School Professor

9017 University

School Associate Professor

9018 University

School Assistant Professor

9019 University

School Instructor

9053 University

Librarian

9054 Associate

University Librarian

9055 Assistant

University Librarian

9056 Instructor

Librarian

9115 Coordinator

9120 Associate

in _____

9121 Assistant

in _____

9126 Program

Director
9150 Curator
9151 Associate
Curator
9152 Assistant
Curator
9153 Staff
Physicist
9160 Scholar/
Scientist/Engineer
9161 Associate
Scholar/Scientist/Engineer
9162 Assistant
Scholar/Scientist/Engineer
9166 Research
Associate
9173 Counselor/
Advisor
9178 Instructional
Specialist
9334 Specialist,
Computer Research
9394 Coordinator,
Cooperative Education
9419 Coordinator,
Research Information
9433 Specialist,
Music
9434 Psychologist
9435 Resident
Advisor to Students
9460 Psychiatrist
9462 Physician
9464 Physician's
Assistant
9490 Dentist
9495 Specialist,
Student Counseling
Together with chairpersons (Administrative Code: C1) in the College of Arts and Sciences and
College of
Education and employees in the above classifications with the following administrative titles:
Associate
Chair (C2), Assistant Chair (C3), Coordinator (N1), Program Director (G1), Associate Program
Director
(G2), Assistant Program Director (G3), Department Head (H1), Associate Department Head (H2),
Assistant Department Head (H3), and Counselor/Advisor (B1).
The following employees are excluded from the bargaining unit: All employees of the USF
College of
Medicine and all other employees of the University of South Florida, including but not limited to all
employees serving as trustees of the University of South Florida and all employees who are in
administrative classifications not specifically included above, or are managerial or confidential
employees.

American Association of Universities

www.aau.org

National Survey of Postsecondary Faculty

<http://nces.ed.gov/surveys/nsopf/>