Revisions to Article 10 (Faculty Personnel Policies) for Clinical/Research Faculty Appointments

WHEREAS, the UI Statutes (Article IX, Section 3, item c) allow for the use of Clinical/Research modifiers in faculty appointments;

WHEREAS, according to UI Statutes the use of any modifier in a faculty appointment designates it as non-tenure track;

WHEREAS, there is a desire at UIS to make clinical and research, non-tenure track appointments;

WHEREAS, current Faculty Personnel Policies do not provide for such appointments;

THEREFORE, BE IT RESOLVED THAT: the following changes to Article 10 be approved:

Article 10
Faculty Appointment Procedures

Section 4. Consideration for Terms of Appointment

A. Degree Prerequisites for Academic Rank

Although the amount of formal study beyond the Master’s degree will, of necessity, vary from discipline to discipline, the following degree requirements are considered to be the normal prerequisites for appointment to academic ranks.

1. Professor. Appointment at the rank of full professor is conditioned upon the possession of an earned doctorate or terminal degree.
2. Associate Professor. Appointment at the rank of associate professor is conditioned upon the possession of an earned doctorate or terminal degree.

3. Assistant Professor. Appointment at the rank of assistant professor is conditioned upon the possession of an earned doctorate or terminal degree.

4. Lecturer. Appointment at the rank of lecturer is conditioned upon completion of all course work for the doctorate except for the dissertation (ABD) or comparable closure exercise for the terminal degree.

5. Instructor. Appointment at the rank of Instructor is normally conditioned upon the candidate’s possession of a Master’s Degree. When a candidate is hired without a Master’s Degree, an explanation must accompany the appointment.

6. Adjunct ranks. Adjunct faculty shall be appointed with academic rank or other appropriate titles and must have credentials equivalent to those of persons appointed to comparable ranks (titles) of the regular faculty. Recommendations for Adjunct rank shall be made by programs/departments, out of which the adjunct faculty is appointed, to the Dean of the College. Recommendations should include supporting documentation that the above background and experience equivalencies have been met. Recommendations for Adjunct rank for faculty teaching across multiple colleges must be approved by all programs/departments and Deans involved with the adjunct appointment.

B. Equivalencies and Exemptions in Consideration of Rank

In disciplines in which the Master’s degree is considered terminal, or in which universities classified as doctoral or research institutions and non-academic institutions hire almost all available doctorates, the possession of a Master’s Degree in that discipline will substitute for the requirement of an earned doctorate.

In exceptional circumstances, degree and/or academic requirements may be met by equivalencies. If, at the time of appointment, experience equivalent to the degree and
academic requirements is accepted, the tenure-track faculty member will be eligible for promotion to subsequent rank upon the completion of years in service at rank as provided for in Article 6 and for tenure upon completion of probationary service as provided for in Article 7.

C. Presumption of Qualifications

The decision to hire a faculty member indicates possession of the stated requirements or equivalent qualifications unless otherwise stated.

D. Contingency Arrangements of All Degree Requirements but Dissertation (ABDs)

Faculty appointed as lecturers with the expectation that they will complete their doctorate to move into tenure-track positions may be granted a contingency contract stating that their continued appointment is contingent upon completion of the dissertation by a date specified in their appointment letters, not to exceed the end of the first year of their appointment. Upon completion of the dissertation, as shown by a letter from the Dean of the College or other appropriate university official or an official transcript, the faculty member will be deemed to have satisfied the contingency and will receive a salary increase of at least one hundred fifty dollars a month ($150) effective the next pay period.

E. Faculty Hired Mid-Year

For all purposes under the terms of this Policy, faculty appointed to the Campus mid-academic year will be treated as if the appointment began the next academic year.

F. Research/Clinical Faculty Appointments

These are non-tenure track appointments per Article IX, Section 3c of the UI Statutes.

1. Research Appointments. These appointments include those who are engaged in primarily sponsored research activities.

2. Clinical Appointments. These appointments include those who are engaged in primarily practice-oriented activities.

3. The Clinical/Research Modifier may be applied to the Instructor and
Assistant/Associate/Full professor rank. Individuals that hold these appointments should meet the qualifications specified in *Article 10, Section 4.*