TASK FORCE ON FACULTY TITLES

Last fall, Provost Peters created a task force to review the use of faculty titles on the Knoxville campus. The following individuals were asked to serve on this committee:

- Dr. Alan Chesney, Executive Director of the Human Resources Office
- Dr Robert Glenn, Associate Professor, Speech Communication and President Elect, Faculty Senate
- Ms. Ann Robinson-Craig, Director, Business and Finance, College of Arts and Sciences
- Dr. Ann Mayhew, Associate Dean, Arts and Sciences College and Interim Vice Provost
- Dr. Kenneth Walker, Associate Vice Chancellor, Research
- Dr. Nina Elliott, Assistant Vice Chancellor, Academic Affairs (Chair)

Charge to the Task Force Committee: To review all faculty titles, and determine how these titles are being defined and used by our departments and colleges; to review the use of the “Other Academics” category, and to research other universities to see how they define their faculty.

We held our first meeting in October and continued to meet on a monthly basis through the end of April. While our work is not fully completed, we have finished the bulk of the work, and are ready to submit a short report of the progress we’ve made to date. There are still a few issues that will need to be addressed before we complete this task.

The committee has had thorough discussions on the use of faculty titles, faculty definition, research faculty and other academics. We discussed the complications that exist with the title of “Other Academics” and the issues surrounding research faculty in units and departments that are outside of Academic Affairs.

The committee looked at the various groups of titles currently used on our campus and decided to ask Alan to generate a list of UTK faculty to gain a perspective on the number faculty titles we are currently using as well as the number of faculty involved.

Before making this tentative recommendation, we consulted with Catherine Mizell, General Counsel, on the university’s legal definition of faculty, the UTK Personnel Policy and Procedure Manual and thoroughly reviewed the current and previous Faculty Handbooks. We have individually and collectively researched the current practices of other universities regarding their faculty.
The committee is making the following proposal:

- The current definition of faculty should be changed to include only the tenured and tenurable faculty who have responsibility for the three primary missions of the University: teaching, research and public service. (refer to attachment A).

- Create separate categories for employees whose primary responsibility is teaching/training either credit or non-credit courses or seminars and for those individuals whose primary responsibility is providing support for the research of the University. (refer to attachments B & C). These employees would be classified instructional and research staff. The practice of appointing non-tenured and non-tenure track faculty to faculty ranks would be discontinued. Instead, teaching staff would be appointed as Lecturer and Senior Lecturer. These employees would be staff exempt.

- Eliminate the Other Academic category.

- The Instructor title, a non-tenurable title, would be used only for newly hired Assistant Professors who are ABD.

Remaining issues to be addressed by the Task Force:
- Work with Personnel Officers to revise Personnel Policy 105, Employment Status, to make it consistent with the revised Faculty Handbook
- Work with the Faculty Senate to seek their feedback and endorsement of the new faculty titles and faculty definition.
- Provide the Provost with a draft of the proposed revisions to the Faculty Handbook.

May 3, 2000