1.1: Nature and Purpose

The tenured and tenurable Faculty of the University are those who have responsibility for the three primary missions of the University: Teaching, Research, and Public Service. All who hold tenured or tenurable faculty rank are expected to contribute to the three missions. Those who hold administrative rank, instructional staff, research staff, and clerical staff aid them. Except for special appointments clearly designated as involving only a temporary association with the institution, all faculty appointments are either with continuous tenure or probationary for tenure.

2.2 Criteria for Appointment to Tenured and Tenurable Faculty Rank

All who are appointed as tenured and tenurable Faculty are expected to contribute to the three missions of teaching, research, and public service. (Those appointed to the “Instructional Staff” (see below) have responsibilities for teaching but are not expected to do research or to perform public or professional service as a condition to their employment. Those appointed to the “Research Staff (see below) have responsibilities for research but are not expected to teach or to perform public or professional service as a condition of their employment). All faculty except those classified as “Visiting” will either hold tenure or be probationary for tenure. Instructional and Research Staff are not eligible for tenure.

Tenured and tenurable faculty appointments are made at three ranks. Criteria for appointments to the several ranks are complex and the following are minimal criteria. In addition to these criteria, the University requires the Head to determine and attest that each person appointed to the faculty is competent in written and spoken English.

Assistant Professors are expected:
1. to hold the doctorate or other terminal degree, or to present equivalent training and experience as appropriate to the particular appointment;
2. to show promise as teachers and scholars, and to have begun a definite program of research or creative professional work; and
3. to show evidence that they can work well with colleagues and students.

Associate Professors are expected:
1. to hold the doctorate or other terminal degree of the discipline, or to present equivalent training and experience as appropriate to the particular appointment;
2. to be good teachers;
3. to have a recognized scholarly or creative professional record;
4. to have participated with promise in the professional work of the discipline, in ways other than teaching and research;
5. normally, to have served as an assistant professor for at least four years; and
6. to have demonstrated clearly that they can work well with colleagues and students.
Professors are expected:

1. to hold the doctorate or other terminal degree of the discipline, or present equivalent training and experience appropriate to the particular appointment;
2. to be accomplished teachers;
3. to have achieved a nationally recognized scholarly or creative professional record;
4. to have participated significantly in the professional work of the discipline, in ways other than teaching and research;
5. normally, to have served as an associate professor for at least five years;
6. to have shown beyond doubt that they can work well with colleagues and students; and
7. to have contributed to the service mission of the University, either through institutional, public or professional service.

Those who are in process of completing the terminal degree appropriate for appointment as an Assistant Professor may be appointed as an Instructor for a period of no more than 12 months from the date of the appointment. Instructors are expected to have the other qualifications listed for appointment as an Assistant Professor. Instructors who do not complete their degree requirements within 12 months of their appointment will either be terminated or, as specified in Section 2.3 may be appointed to the rank of Lecturer.

New 2.3: INSTRUCTIONAL STAFF: Instructional Staff are those whose primary responsibility is teaching/training and who hold positions that are ineligible for tenure. Instructional staff are not expected to do research or service as a condition of their employment. The ranks of Instructional Staff include Lecturer, Senior Lecturer, Adjunct Appointments, Visiting Faculty, Museum Educator, Writer-In-Residence, Artist-in-Residence, Post-Doctoral Teaching Associate, Tutor-Counselor, Faculty Associate, Clinical Associate and Student Teaching Supervisor.

New 2.4: RESEARCH STAFF: Employees whose primary responsibility is providing support for the research of the University and who hold positions that are ineligible for tenure. Research staff are not expected to do research or service as a condition of their employment. The ranks of Research Staff include: Research Assistant Professor, Research Associate Professor, Research Professor, Senior Research Scientist/Engineer, Research Scientist/Engineer, Senior research Associate, Research Associate, Senior Research Assistant, Research Assistant, Senior Research Technician and Research Technician. Proposed Research Center titles are: Research Leader, Research Specialist, and Senior Research Specialist.