

**Constitution, By-laws and University Manual Committee**

**Informational Report on Changes to Administrative Portions of University Manual Chapters 4 and 7**

**Submitted on behalf of President Dooley**

**January 2013**

**Modified at Faculty Senate Meeting of January 24, 2013**

The informational report presented here is a first step in the effort to update, in cooperation with the President and other administrative officers, those parts of the University Manual which are under the jurisdiction of the President (see UM 11.10.11). For the most part, the report concerns position descriptions in Chapters 4 and 7 of the University Manual.

The Committee employed the following procedure: During the Spring 2012 semester, we met with Vice Provost Katz who provided valuable input; on the basis of that input, a draft of changes was constructed and, during the Summer of 2012, submitted to the President, the Provost, and other administrative officers, including all the academic deans, with a request for feedback. Based on the feedback and on conversations with some of the administrative officers who had responded, this document has been prepared. Although it is presented as an informational report, senators are encouraged to suggest improvements.

Part I of this report contains the University Manual sections in their modified form; Part II documents the changes that have been made.

**Part I: Manual sections in their modified form**

**Chapter 4—The Faculty:**

*[Only the passages on Special Status Appointments and Clinical Appointments are subject to change; a description for Research Faculty has been added.]*

4.12.10 Special Status Appointments. The rights and privileges of faculty status, excepting the rights of tenure and of election to the Faculty Senate, and with other stated exceptions, shall be extended to the following categories (4.12.11-12):

4.12.11 Administrative. The Vice Presidents and the directors of major University divisions, with the further exception of the right of salary increment as defined for faculty ranks.

4.12.12 Coaching positions shall be based on appointment by the Director of Athletics and shall be related to the coaching of intercollegiate athletics. If coaching appointees are assigned a part-time responsibility for teaching or research within the University, they shall be separately contracted for such services.

4.13.10 Clinical appointments shall be classified according to equivalent faculty title and shall be persons on limited appointments at the University supported by state, private or federal agencies. Clinical appointees may have faculty status and rank, but shall not have tenure.

4.14.10 Assistant Research Professor, Associate Research Professor, and Research Professor. For these limited, non-tenure track ranks, research shall be the primary focus for individuals appointed to these faculty positions.

4.14.11 An Assistant Research Professor shall have completed formal advanced study appropriate to his/her field and have obtained a terminal degree (e.g. PhD, M.D); shall have demonstrated success in carrying out externally funded research and attracting external financing; and shall have demonstrated accomplishments with regard to a sustained record of publications in refereed journals.

4.14.12 An Associate Research Professor shall have completed formal advanced study (see 4.14.11); have several years of successful research experience; and have shown a high-level of evidence in his/her ability to conceive and perform independent research and obtain external funding for his/her research.

4.14.13 A Research Professor shall have a background of successful research, marked by maturity and experience that has earned him/her a national/international reputation in the field with a superior record of refereed publications grant funding, or similar accomplishments.

## **Chapter 7—Faculty and Staff:**

*NOTE: Portions of this chapter may have been superseded by various Collective Bargaining Agreements.*

7.10.10 There shall be four faculty ranks that include tenure-track and tenured faculty as well as non-tenure track research and clinical faculty.

Professor

Associate Professor

Assistant Professor

Instructor

*[7.10.11-12: No changes to these segments about faculty emeriti are proposed.]*

7.11.10 Titles with no right to rank or tenure. Persons having the following titles (7.11.11-28) shall not have right of rank or tenure, except for rank for the positions in 7.11.18-20 and 7.11.25-27:

7.11.11 Lecturer shall normally be a limited appointee assigned to teach credit-bearing courses on a full-time basis within the academic year.

7.11.12 Part-time faculty are appointed on a semester-by-semester basis to teach a maximum of two credit-bearing courses per semester.

7.11.13 Graduate Assistant shall be a person with a bachelor's degree who has been admitted to the Graduate School and who is currently enrolled as a full-time degree student. (7.11.14-16; see also 7.80.10-7.83.11).

7.11.14 Graduate Teaching Assistant shall be a person who may assist with the instructional activities of a department under chair or faculty supervision (see 7.80.10-12). A graduate teaching assistant may also be an instructor of record for credit-bearing courses.

7.11.15 Graduate Research Assistant shall be a person conducting research on individual research projects sponsored either by the University or extra-mural funding sources (see 7.80.10 and 7.80.13-15).

7.11.16 Graduate Administrative Assistant shall be a person providing support in administrative offices. (See 7.80.10 and 7.83.10.)

7.11.17 Special Assistant shall be a person who is highly qualified to render special services but who is in none of the above categories, 7.11.11-16.

7.11.18 Research Associate or Research Assistant shall be a person engaged at the University principally supported by extramural funding agencies whose term of employment has no basis of permanency (see 7.43.18).

7.11.19 Research Associate shall be a person who has substantial research training and experience and who is well-qualified and capable of planning and directing a research project independently after having been briefed on the objectives of such a project.

7.11.20 Research Assistant shall be a person who has research training and experience and who is qualified to conduct research under supervision.

7.11.21 Coach shall be a person whose position is related to coaching of intercollegiate athletics. Salary and increments shall be determined by the Director of Athletics and approved by the President.

7.11.22 Visiting Professor or Visiting Associate Professor, etc. shall be a person holding academic rank at another institution, or a person regularly engaged in similar and equivalent intellectual endeavor who may be employed at the University for a limited period.

7.11.23 Adjunct Professor shall be a person of established reputation or distinction in his/her field who in return for adjunct status shall actively contribute to the teaching, research, or service missions of the institution. Adjunct professors shall receive no salary unless it is separately contracted. Such appointments shall continue for up to three years, following which they may be renewed according to the procedure stated below. Nominations for adjunct professor shall originate in a department and the credentials of such a person shall be examined in the same manner and with the same criteria as are used with regular faculty appointment before the candidate receives approval. The request shall be forwarded to the Dean of the College who in turn will forward it to the Office of the Provost. Reappointment of Adjunct Professors shall be based on active participation in the work of a department, college, or the University. The dean of the college shall provide a summary of such participation when requesting renewal or reappointment.

7.11.24 External Committee Member shall be a person, not a member of the URI graduate faculty, of established reputation or distinction in her/his field appointed by the Graduate School specifically to serve as an additional member of the thesis or defense committee for a particular graduate student. Nominations for appointments, with supporting documents, shall be made by the colleges or departments to the Dean of the Graduate School. The appointment will automatically expire with the dissolution of the committee as provided in the Graduate Student Manual. External Committee Members shall receive no compensation unless it is separately contracted.

7.11.25 Clinical Professor shall be a person who has reached a principal clinical position and is capable of independently planning and directing clinical service and training programs.

7.11.26 Clinical Associate Professor shall be a person who has had substantial experience and training in clinical service and research and is qualified to participate in clinical service and training programs in conjunction with University programs.

7.11.27 Clinical Assistant Professor shall be a person who, by training and experience, is capable of participating in clinical training and service programs.

7.11.28 Postdoctoral Research Fellow shall be a person engaged in research work in a specialized subject area for specific funded research projects. The fellowship is primarily for the benefit of the individual to aid the pursuit of study or research, and appointments are normally made for a period of up to three years. Postdoctoral Research Fellows may hold their award without reference to rank or salary schedule.

*[7.12.10-7.72.13: These segments contain no position descriptions. No changes to these segments are proposed. The introductory NOTE to Chapter 7 applies to many provisions in this chapter portion.]*

7.80.10 Graduate Teaching Assistants, Graduate Research Assistants, and Graduate Administrative Assistants. To be nominated for these assistantships, a student must first be admitted to the Graduate School. Requests for appointment as graduate teaching assistant or graduate research assistant are initiated by the department chairperson and are forwarded to the dean of the college and then to the Dean of the Graduate School who certifies that the student has been admitted on full status to graduate study, or that the requirements for appointment of a student on conditional status have been met. From the Graduate School, request forms are forwarded to the Budget Office and then the Personnel Office. Upon appointment, the student will receive a copy of the Personnel Action Form. Requests for appointment of graduate administrative assistants are initiated by the administrative office in which the assistant is to serve and forwarded to the Dean of the Graduate School.

7.80.11 Appointment to the position of graduate assistant shall normally be on the basis of one academic year. The academic year begins five days before Advising Day in the fall and runs through Commencement. Renewals must be recommended by the department concerned.

7.80.12 A graduate assistant shall be expected to work up to 20 hours a week, not more than 10 hours of which shall be contact hours. The department chairperson and the coordinator or supervisor shall determine his/her responsibilities on the criteria of education, experience and ability.

7.80.13 A graduate research assistant shall be expected to devote a maximum of 20 hours per week to his/her research duties. On supported research contracts and grants, he/she shall be judged to be employed on a half-time basis (given a full-time 40-hour work week) for which he/she shall receive a stipend for nine months, with additional remuneration for any work during the summer months. Students may be appointed to full-time (20 hrs/week) or part-time (10 hrs/week) assistantships.

7.80.14 A graduate research assistant employed full-time during the summer months may be registered for course work and receive academic credit during those months if satisfactory arrangements are made with the supervisor for meeting work commitments.

7.80.15 A graduate research assistant is responsible for the financial obligations of his/her matriculation. Otherwise, the procedures for appointment and the status are the same as those for a graduate assistant.

7.81.10 Allocation of Graduate Assistantships. General allocation of graduate teaching assistantships shall be made to colleges and by them to departments on a three-year basis, subject to review in the Fall of the third academic year. This provision shall not preclude an interim review and reallocation where a major change occurs in the underlying premises for allocation (e.g. change in undergraduate or graduate enrollment, consolidation or separation of departments or programs, or a change in the budget).

7.81.11 The triennial and interim reviews of allocation of graduate assistantships shall be conducted by the Dean of the Graduate School and the Assistant Provost in cooperation with the Dean of the College or head of the administrative unit concerned. Recommendations based on these reviews shall be submitted to the Provost. In cases of disagreement, the decision of the Provost shall be final.

7.82.10 Guidelines on Apportionment and Assignment of Graduate Assistantships. Each department or other unit shall draft guidelines on how its graduate assistantships are apportioned and assigned. These guidelines shall be made available to graduate students with the initial and each subsequent offer of assistantship and upon request. Currently enrolled graduate assistants shall be notified of their status for reappointment about April 1 of each year.

7.83.10 Written Description of Duties of Graduate Teaching Assistants, Graduate Research Assistants, and Graduate Administrative Assistant. Each department or other unit to which assistantships have been allocated shall prepare a written list of duties normally assigned to graduate teaching assistants (7.11.14), graduate research assistants (7.11.15), and graduate administrative assistants (7.11.16). This list of duties shall be provided to each prospective graduate teaching assistant, graduate research assistant, and graduate administrative assistant at the time of the initial offer of the assistantship. When a graduate student is assigned or reassigned to a specific position, the department shall provide the student with a written description of the specific duties to be performed. This description shall include the extent of responsibilities (including where applicable the extent of responsibility for determining grades), the approximate working hours per week and the way in which the assistant is to be supervised. Copies of this description shall be provided to the immediate supervisor, the College Dean or administrative head of the unit concerned, and the Dean of the Graduate School.

7.83.11 Questions arising over the conditions of employment of graduate assistants, when not settled at the department level, shall be referred to the College Dean or administrative head and the Dean of the Graduate School who shall consult with each other. If the questions are not resolved at this level, they shall be referred to the Provost, whose decision shall be final.

*[7.90.10-12: No changes to these segments are proposed. They concern visiting scholars.]*

## Part II: Documentation of the changes

[Inserts are in red and underlined; deletions are in black and crossed out, like this: “~~crossed out.~~”]

### Chapter 4—The Faculty:

*[Only the passages on Special Status Appointments and Clinical Appointments are subject to change; a description for Research Faculty has been added.]*

4.12.10 Special Status Appointments. The rights and privileges of faculty status, excepting the rights of tenure and of election to the Faculty Senate, and with other stated exceptions, shall be extended to the following categories (4.12.11-~~4.12~~12):

4.12.11 Administrative. The Vice Presidents and the directors of major University divisions, with the further exception of the right of salary increment as defined for faculty ranks.

~~4.12.12 Temporary and part-time appointments shall be classified according to their equivalent faculty rank for the determination of salaries and salary increases. This category includes lecturer, research associate and others employed under limited programs of instruction or research.~~

4.12.~~13~~12 Coaching positions shall be based on appointment by the Director of Athletics and shall be related to the coaching of intercollegiate athletics. If coaching appointees are assigned a part-time responsibility for teaching or research within the University, they shall be separately contracted for such services.

~~4.12.14 Faculty equivalency appointments (see 7.10.10) in the College of the Environment and Life Sciences shall include home demonstration agents, county agents, 4-H agents and urban agents. These positions shall be based upon appointment by the President and shall be related to youth and adult education through the Cooperative Extension Service. The positions shall not carry faculty rank or tenure, but salaries and increments would ordinarily be on a scale comparable with that published for the faculty.~~

4.13.10 Clinical appointments shall be classified according to equivalent faculty title and shall be persons on limited appointments temporarily engaged at the University supported by under a special agreement with a state, private or federal agency ies not directly connected with the University. Clinical appointees ~~shall not~~ may have faculty status, and rank, but shall not have tenure, ~~or the right of salary increments as defined for academic rank.~~

4.14.10 Assistant Research Professor, Associate Research Professor, and Research Professor. For these limited, non-tenure track ranks, research shall be the primary focus for individuals appointed to these faculty positions.

4.14.11 An Assistant Research Professor shall have completed formal advanced study appropriate to his/her field and have obtained a terminal degree (e.g. PhD, M.D); shall have demonstrated success in carrying out externally funded research and attracting external financing; and shall have demonstrated accomplishments with regard to a sustained record of publications in refereed journals.

4.14.12 An Associate Research Professor shall have completed formal advanced study (see 4.14.11); have several years of successful research experience; and have shown a high-level of evidence in his/her ability to conceive and perform independent research and obtain external funding for his/her research.

4.14.13 A Research Professor shall have a background of successful research, marked by maturity and experience that has earned him/her a national/international reputation in the field with a superior record of refereed publications and grant funding.

### Chapter 7—Faculty and Staff:

NOTE: Portions of this chapter ~~concerning the faculty~~ may have been superseded by the various Collective Bargaining Agreements ~~between the University of Rhode Island Chapter of the American Association of University Professors and the Board of Governors for Higher Education.~~ Portions of this chapter concerning the staff may have been superseded by other collective bargaining agreements.

7.10.10 There shall be four faculty ranks that include tenure-track and tenured faculty as well as non-tenure track research and clinical faculty for the faculty members who are engaged in teaching, research, librarianship and extension as shown in the following table of equivalent ranks.

**Order of Ranks**

<del>Teaching</del>	<del>Librarianship</del>
<del>Professor</del>	<del>Professor in the Library</del>
<del>Associate Professor</del>	<del>Associate Professor in the Library</del>
<del>Assistant Professor</del>	<del>Assistant Professor in the Library</del>
<del>Instructor</del>	<del>Instructor in the Library</del>
<del>Research</del>	<del>Extension</del>
<del>Research Professor</del>	<del>Extension Professor</del>
<del>Associate Research Professor</del>	<del>Associate Extension Professor</del>
<del>Assistant Research Professor</del>	<del>Assistant Extension Professor</del>
<del>Assistant _____*</del>	<del>Assistant Extension _____*</del>

\* e.g., entomologist, agricultural chemist, home economist, etc.

[7.10.11-12: No changes to these segments about faculty emeriti are proposed.]

7.11.10 Titles with no right to rank or tenure. Persons having the following titles (7.11.11-28) shall not have right of rank, or tenure or salary increments as defined for academic rank, except for rank for the positions in 7.11.18-20 and 7.11.25-27:

7.11.11 Lecturer shall normally be an ~~ad hoc~~ limited appointee ~~designated to give a series of special lectures or assigned to teach credit-bearing courses on a full-time basis within the academic year.~~

7.11.12 Part-time faculty are appointed on a semester-by-semester basis to teach a maximum of two credit-bearing courses per semester.

7.11.12~~3~~ Graduate Assistant shall be a person with a bachelor's degree who has been admitted to the Graduate School ~~as a degree candidate and who is currently enrolled~~ as a full-time degree student. ~~The duties shall consist of assisting, under supervision, with instructional and/or research activity of a department (7.11.14-16; see also~~

~~7.80.10-15~~ 7.83.11).

7.11.14 Graduate Teaching Assistant shall be a person who may ~~assist~~ with the instructional activities in ~~of~~ a department under chair or faculty supervision (see 7.80.10-12). ~~This category involves more responsibility and more contact with students than is the case with a graduate assistant.~~ A graduate teaching assistant may also be an instructor of record for credit-bearing courses.

7.11.12~~5~~ Graduate Research Assistant shall be a person ~~with a bachelor's degree who has been admitted to the Graduate School and who is currently enrolled~~. The duties shall consist of conducting research on individual research projects sponsored either by the University or ~~outside sources~~ extra-mural funding sources (see 7.80.10 and 7.80.16~~3-185~~).

7.11.16 Graduate Administrative Assistant shall be a person providing support in administrative offices. (See 7.80.10 and 7.83.10.)

~~7.11.15~~ 17 Special Assistant or ~~Special Instructor~~ shall be a person who is highly qualified to render special services but who is in none of the above categories, 7.11.11-~~14~~ 16.

~~7.11.16 Lecturers, Teaching Assistants, Special Assistants and Special Instructors may hold their titles without reference to length of service, rank or salary schedules.~~

~~7.11.17~~ 18 Research Associate or Research Assistant shall be a person engaged at the University ~~under a special research contract or through an industrial grant or grant from an agency not directly connected with the University or certain temporary federal funds,~~ principally supported by extramural funding agencies and whose term of employment has no basis of permanency (see 7.43.18).

~~7.11.18~~ 19 Research Associate shall be a person who has substantial research training and experience and who is well-qualified and capable of planning and directing a research project independently after having been briefed on the objectives of such a project.

~~7.11.19~~ 20 Research Assistant shall be a person who has research training and experience and who is qualified to conduct research under supervision.

~~7.11.20~~ 21 Coach shall be a person whose position is related to coaching of intercollegiate athletics. Salary and increments shall be determined by the Director of Athletics and approved by the ~~Vice President for Student Development~~ President.

~~7.11.21~~ 22 Visiting Professor or Visiting Associate Professor, etc. shall be a person holding academic rank at another institution, or a person regularly engaged in similar and equivalent intellectual endeavor who ~~is~~ may be employed at the University for a brief limited period ~~on a temporary basis~~.

~~7.11.22~~ 23 Adjunct Professor shall be a person of established reputation or distinction in his/her field ~~employed specifically to work with graduate students, as a member of a special research team, or to offer special instruction in his/her discipline~~ who in return for adjunct status shall actively contribute to the teaching, research, or service missions of the institution. Adjunct professors shall receive no salary unless it is separately contracted ~~but such appointments shall continue until specifically terminated~~. Such appointments shall continue for up to three years, following which they may be renewed according to the procedure stated below. Nominations for adjunct professor shall originate in a department and the credentials of such a person shall be examined in the same manner and with the same criteria as are used with regular faculty appointment before the candidate receives approval. The request shall be forwarded to the Dean of the College who in turn will forward it to the Office of the Provost. Reappointment of Adjunct Professors shall be based on active participation in the work of a department, college, or the University. The dean of the college shall provide a summary of such participation when requesting renewal or reappointment.

~~7.11.23~~ 24 External Committee Member shall be a person, not a member of the URI graduate faculty, of established reputation or distinction in her/his field appointed by the Graduate School specifically to serve as an additional member of the thesis or defense committee for a particular graduate student. Nominations for appointments, with supporting documents, shall be made by the colleges or departments to the Dean of the Graduate School ~~who will refer them to the appropriate curricular panel of the Graduate Council for advice before approving or disapproving the committee appointment~~. The appointment will automatically expire with the dissolution of the committee as provided in the Graduate Student Manual. External Committee Members shall receive no compensation unless it is separately contracted.

~~7.11.24~~ 25 Clinical Professor shall be a person who has reached a principal clinical position and is capable of independently planning and directing clinical service and training programs.

~~7.11.25~~ 26 Clinical Associate Professor shall be a person who has had substantial experience and training in clinical service and research and is qualified to participate in clinical service and training programs in conjunction with University programs.

7.11.26~~27~~ Clinical Assistant Professor shall be a person who, by training and experience, is capable of participating in clinical training and service programs ~~in consultation and under supervision.~~

~~7.11.27 Clinical Lecturer shall be a person who, by training and experience, is competent to participate in campus-based training programs on a visiting basis.~~

7.11.28 Postdoctoral Research Fellow shall be a person engaged in research work in a specialized subject area for specific funded research projects. The fellowship is primarily for the benefit of the individual to aid the pursuit of study or research, and appointments are normally made for a period of up to three years. Postdoctoral Research Fellows may hold their award without reference to rank or salary schedule.

*[7.12.10-7.72.13: These segments contain no position descriptions. No changes to these segments are proposed. The introductory NOTE to Chapter 7 applies to many provisions in this chapter portion.]*

7.80.10 Graduate Teaching Assistants, ~~and~~ Graduate Research Assistants, and Graduate Administrative Assistants. To be nominated for these assistantships, a student must first be admitted to the Graduate School. Requests for appointment as graduate teaching assistant or graduate research assistant are initiated by the department chairperson and are forwarded to the dean of the college and then to the Dean of the Graduate School who certifies that the student has been admitted on full status to graduate study, or that the requirements for appointment of a student on conditional status have been met. From the Graduate School, request forms are forwarded to the Budget Office and then the Personnel Office. Upon appointment, the student will receive a copy of the Personnel Action Form. Requests for appointment of graduate administrative assistants are initiated by the administrative office in which the assistant is to serve and forwarded to the Dean of the Graduate School.

7.80.11 Appointment to the position of graduate assistant shall normally be on the basis of one academic year, ~~from the first day of the week classes begin in the Fall Semester until the due date of final grades in the Spring Semester.~~ The academic year begins five days before Advising Day in the fall and runs through Commencement. Renewals must be recommended by the department concerned.

7.80.12~~2~~ A graduate assistant shall be expected to work up to 20 hours a week, not more than 10 hours of which shall be contact hours. The department chairperson and the coordinator or supervisor shall determine his/her responsibilities on the criteria of education, experience and ability.

7.80.16~~3~~ A graduate research assistant shall be expected to devote a maximum of 20 hours per week to his/her research duties. On supported research contracts and grants, he/she shall be judged to be employed on a half-time basis (given a full-time 40-hour work week) for which he/she shall receive a stipend for nine months, with additional remuneration for any work during the summer months. Students may be appointed to full-time (20 hrs/week) or part-time (10 hrs/week) assistantships.

7.80.17~~4~~ A graduate research assistant employed full-time during the summer months may be registered for course work and receive academic credit during those months if satisfactory arrangements are made with the supervisor for meeting work commitments.

7.80.18~~5~~ A graduate research assistant is responsible for the financial obligations of his/her matriculation. Otherwise, the procedures for appointment and the status are the same as those for a graduate assistant.

7.81.10 Allocation of Graduate Assistantships. General allocation of graduate teaching assistantships shall be made to colleges and by them to departments on a three-year basis, subject to review in the Fall of the third academic year. This provision shall not preclude an interim review and reallocation where a major change occurs in the underlying premises for allocation (e.g. change in undergraduate or graduate enrollment, consolidation or separation of departments or programs, or a change in the budget).

7.81.11 The triennial and interim reviews of allocation of graduate assistantships shall be conducted by the Dean of the Graduate School and the Assistant Provost in cooperation with the Dean of the College or head of the administrative unit concerned. Recommendations based on these reviews shall be submitted to the Provost. In cases of disagreement, the decision of the Provost shall be final.



7.82.10 Guidelines on Apportionment and Assignment of Graduate Assistantships. Each department or other unit shall draft guidelines on how its graduate assistantships are apportioned and assigned. These guidelines shall be made available to graduate students with the initial and each subsequent offer of assistantship and upon request. Currently enrolled graduate assistants shall be notified of their status for reappointment about April 1 of each year.

7.83.10 Written Description of Duties of Graduate Teaching Assistants, ~~and~~ Graduate Research Assistants, and Graduate Administrative Assistant. Each department or other unit to which assistantships have been allocated shall prepare a written list of duties normally assigned to graduate teaching assistants (7.11. ~~14~~ 15), ~~and~~ graduate research assistants (7.11. ~~15~~ 15), and graduate administrative assistants (7.11.16). This list of duties shall be provided to each prospective graduate teaching assistant, ~~and~~ graduate research assistant, and graduate administrative assistant at the time of the initial offer of the assistantship. When a graduate student is assigned or reassigned to a specific position, the department shall provide the student with a written description of the specific duties to be performed. This description shall include the extent of responsibilities (including where applicable the extent of responsibility for determining grades), the approximate working hours per week and the way in which the assistant is to be supervised. Copies of this description shall be provided to the immediate supervisor, the College Dean or administrative head of the unit concerned, and the Dean of the Graduate School.

7.83.11 Questions arising over the conditions of employment of graduate assistants, when not settled at the department level, shall be referred to the College Dean or administrative head and the Dean of the Graduate School who shall consult with each other. If the questions are not resolved at this level, they shall be referred to the ~~Assistant~~ Provost, whose decision shall be final.

*[7.90.10-12: No changes to these segments are proposed. They concern visiting scholars.]*