

**Informational Report on Changes to
Administrative Portions of University Manual, Chapters 1, 2, 4 , and 7
Submitted on behalf of President Dooley January 2017**

University Manual

Part I

Statutes and Rules for the Government of the University

Chapter 1 - The Board of ~~Education, The Council on Postsecondary Education, and the President of the University~~ ~~Governors for Higher Education~~

Board of Education

1.10.10 Background. *Education Act of 1981.* On May 7, 1981, the ~~State of~~ Rhode Island enacted "~~The Education Act of 1981~~" establishing a ~~Board of Governors for Higher Education. The general~~ ~~General assembly~~ ~~Assembly~~ voted that public higher education in Rhode Island should be regulated by a body called ~~, at that time, found and declared it to be in the best interest of all of our citizens~~ "to establish a ~~B~~board of governors ~~Governors~~ for higher ~~Higher~~ education ~~Education.~~" In 2012, the Rhode Island General Assembly voted that, beginning with ~~in~~ 2013, the Board of Governors should be replaced by a Board of Education, in charge of all of public education in Rhode Island. ~~which shall have the duty and responsibility of: (1) formulating and implementing a master plan for higher education in the state, (2) determining fiscal priorities among and eliminating unnecessary duplication between the various public institutions of higher learning, (3) setting standards, supervising and evaluating results and promoting maximum efficiency and economy in the delivery of higher educational services in the state."~~ (See Title 16, Gen. Laws R.I., 1956, as amended by Chap. 59, 16-59-1, 1981.)

1.10.11 Composition of the Board and Quorum Requirements. ~~The Board of Education is to consist of seventeen (17) public members appointed by the Governor with the advice and consent of the Rhode Island Senate. The Chair of the Governor's Workforce Board, or designee, and the Chair of the Rhode Island Commerce Corporation, or designee, shall serve as non-voting, ex-officio members of the board. The Governor shall select from the appointed members a chairperson and vice chairperson. A quorum shall consist of nine (9) members of the board. A majority vote of those present shall be required for action. The Chair of the Board shall have no term and shall serve at the pleasure of the governor.~~

~~The legislature in establishing the Board of Governors for Higher Education further stated that "said board shall be protected from sudden changes in membership and reversal of policy by having staggered terms for its public members."~~ (See Title 16, Gen. Laws R.I., 1956, as amended by Chap. 59, 16-59-1, 1981.)

1.10.12 Chief Responsibility Task of the Board. According to its webpage (<http://www.ride.ri.gov/BoardofEducation/BoardMembers.aspx> , accessed 1/5/17), “The Board of Education is the chief policy-setting body overseeing K-20 education in Rhode Island. Through its designated powers and duties, the Board helps shape the course of public education to ensure that all of the state's students receive the best possible education.”

~~1.11.10 Organization and Composition.~~ The Board of Governors for Higher Education is composed of fifteen members: twelve public members appointed by the Governor, one of whom shall be designated as chair, a full-time student in good standing at the University of Rhode Island, Rhode Island College or the Community College of Rhode island, the chair of the Board of Regents for Elementary and Secondary Education, the chair of the Senate Finance Committee or designee and the chair of the House Finance Committee or designee. In the selection and appointment of the members of the board, the Governor “shall seek persons who best serve the entire needs of the state. Public members shall not be appointed for more than two successive three year terms each...” The chair may be a member as long as s/he serves in that capacity. (See Gen. Laws R.I., Chap 59, 16-59-1 and 16-59-2, 1981 and reenactments through 1993).

~~1.12.10 Authority.~~ The General Statutes of the State of Rhode Island which relate to the University of Rhode Island and the authority of the Board of Governors for Higher Education stipulate that the Board of Governors “is constituted a public corporation, empowered to sue and be sued in its own name, to have a corporate seal, and to exercise all the powers, in addition to those hereinafter specifically enumerated, usually appertaining to public corporations entrusted with control of educational institutions and functions...the Board of Governors is hereby made successor to all powers, rights, duties and privileges formerly belonging to the Board of Regents for Education pertaining to Postsecondary Education.” (See Gen. Laws R.I., Chap. 59, 16-59-1, 1981 and reenactments through 1993).

~~1.13.10 Powers and Duties.~~ The Board of Governors for Higher Education shall have in addition to the powers and duties cited previously additional powers and duties enumerated in Section 16-59-4 of the Education Act of 1981 as amended by the Appropriations Act of 1981 and further amended by reenactments through 1993. (See Appendix A for delegation of powers.)

Council on Postsecondary Education

1.20.10 Background. In June of 2014, the Board of Education voted to establish two separate sub-councils, one being the Council on Elementary and Secondary Education, the other being the Council on Postsecondary Education. The Council on Postsecondary Education is -chiefly in charge of those matters relating to the University of Rhode Island for which university-internal approval is not sufficient. “The Council is an independent public corporation vested with the responsibility of providing oversight for the system of public higher education in Rhode Island. This system consists of three public institutions of higher learning, the University of Rhode Island (URI), Rhode Island

College (RIC), and the Community College of Rhode Island (CCRI), along with the Office of the Postsecondary Commissioner. The Office of the Postsecondary Commissioner, which operates under the direction of the Commissioner of Postsecondary Education, is the administrative and research arm of the Rhode Island Council on Postsecondary Education.” (<https://www.riopc.edu/page/Council%20overview/>)

1.20.11 Composition of the Council. The Council on Postsecondary Education comprises eight members appointed by the Governor from the members of the Board of Education, to serve until their terms on the Board expire, and one non-voting student member appointed for a two-year term from one of the three public Rhode Island institutions of higher learning. The Council’s chair shall be appointed by the Governor from one of the eight voting members of the Council. In addition, the Chair of the Board of Education shall serve on the Council in an ex officio, non-voting capacity. (see RIGL §16-59-2).

1.20.12 ~~Some~~ Chief Responsibilities of the Council. The Council’s responsibilities include (for more details, see Rhode Island General laws § 16-59-1 and § 16-59-4): (1) It shall retain all authority formerly vested in the Board of Education regarding the employment of faculty and staff at the public higher education institutions. (2) It shall prepare and maintain a five (5) year funding plan for higher education that implements the strategic financing recommendations of the Board of Education. (3) It shall prepare with the assistance of the Commissioner of Postsecondary Education and to present annually to the State Budget Officer in accordance with § 35-3-4 a state higher education budget. Prior to submitting the budget to the State Budget Officer as required by the budget office instructions and this subsection, the Council shall present the budget to the Board of Education for its review and approval. (4) It shall appoint and dismiss presidents of the public institutions of higher learning with the assistance of the Commissioner of Postsecondary Education, and to establish procedures for this, and with the assistance of the Commissioner to approve or disapprove vice presidents of the public institutions of higher learning appointed by the respective presidents of the public institutions of higher learning. (5) It shall delegate to the presidents of each public higher education institution the authority and responsibility for operational and management decisions related to their institutions, consistent with the goals of the statewide strategic plan for postsecondary education, provided however that the presidents may be required to provide information or updates to the council regarding any delegated operational or management decisions.

The President of the University

1.30.10 ~~New~~ Presidential Powers since 2014—Shared Governance. In 2014, the President of the University received authority over certain items that previously needed to be submitted for approval to the super-ordinated state body (Board of Governors, Board of Regents, etc.). The items over which the President now has authority include: “To create, and consolidate departments, divisions, programs, and courses of study within the university with the assistance of the commissioner of postsecondary education within the approved role and scope adopted by the council on postsecondary

education pursuant to § 16-59-4” (See RI General Law § 16-32-2.1). The law stipulates, however, that this authority is to be exercised “consistent with shared governance practices, [and] in conformity with § 16-32-10,” which states that it “shall also be the duty of the president and a committee of the faculty, . . . to arrange courses of study conforming to all acts of Congress, and prescribe any qualifications for the admission of students and any rules of study, exercise, discipline, and government as the president and committee may deem proper.” For more than half a century, the committee of the faculty mentioned in this legislation has been understood to be the URI Faculty Senate.

University Manual Chapter 2 The Administration

2.23.10 The Vice Provost for Enrollment Management shall provide leadership, support, information and analysis in the areas of student recruitment, financial aid and scholarships, and persistence toward graduation as part of an effort to integrate enrollment planning, ~~and student success, and shall report to and receive recommendations from the Faculty Senate and the community on a biannual basis.~~

University Manual Chapter 4 – The Faculty

4.13.10 Clinical Faculty. ~~These non tenure-track faculty shall be appointed in the College of Pharmacy, the College of Nursing and other colleges and departments requiring clinical training to contribute to the instruction, practice scholarship, supervision, and service in a clinical setting. See 7.11.25 for definitions of Clinical Assistant Professor, Clinical Associate Professor, and Clinical Professor, and additional information. 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. [Administrative January 2013]~~

4.14.10 Assistant Research Faculty, Professor, Associate Research Professor, and Research Professor. ~~For t~~ ~~These limited, non -tenure-track faculty are employed to contribute to the research mission of the institution. ranks, r~~ ~~Research shall be the primary focus for individuals appointed to these faculty positions. See 7.11.29 for definitions of Assistant Research Professor, Associate Research Professor, and Research Professor, and additional information. [Administrative January 2013]~~

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. [Administrative January 2013]~~

~~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. [Administrative January 2013]~~

~~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. [Administrative January 2013]~~

University Manual

Chapter 7 – Faculty and Staff

~~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. [Administrative January 2013]~~

Full-time non tenure-track teaching positions. The three titles of full-time non tenure-track teaching positions include Lecturer, Senior Lecturer, and Teaching Professor. The Lecturer title is used to designate appointments of persons who are serving in a teaching capacity for a defined period of time.

There are two types of lecturers:

Lecturer is defined as a position in which an individual may be appointed to multiple one-year appointments. Lecturers may be eligible for the promotional process to Senior Lecturer. For more details, including, for example, degree requirements, annual review cycles, expectations and promotion information, see the *Agreement between the RI Council of Postsecondary Education and the URI Chapter of the AAUP*.

Temporary Lecturer is temporarily employed to cover courses for full-time faculty who are on sabbatical leaves, sick leaves, or in some cases in the interval between the allocation of a new faculty position and the subsequent appointment of the new faculty. Temporary lecturers shall not be eligible for the promotional process to Senior Lecturer or Teaching Professor. For more details, see the *Agreement between the RI Council of Postsecondary Education and the URI Chapter of the AAUP*.

Senior Lecturer: promotion to Senior Lecturer shall follow an evaluation/review of teaching effectiveness and student advising within the college at the end of the 4th year for promotion in the 5th year. The promotional procedure shall be evidence based. Appointments shall be based upon excellence in teaching and advising starting in the fifth (5th) year and shall be for periods of two years with possible reappointments of two (2) years duration. Those Senior Lecturers without a terminal degree after three 2-year reappointments may be granted renewable three year appointments. For more details, including, for example, degree requirements, annual review cycles, expectations and promotion information, see the *Agreement between the RI Council of Postsecondary Education and the URI Chapter of the AAUP*.

Teaching Professor: promotion to Teaching Professor shall require a terminal degree in the appropriate discipline and shall follow a comprehensive review in the 8th year with demonstrated excellence in teaching effectiveness and student advising. In the ninth (9th) year, a Senior Lecturer, who has shown excellence in teaching and advising, and has been on continuous appointments as a Lecturer and Senior Lecturer, may be recommended to the Provost by the Chair and/or Dean to become a Teaching Professor with an initial four (4) year contract and possible four (4) year reappointments. For more details, including, for example, annual review cycles, expectations and promotion information, see the *Agreement between the RI Council of Postsecondary Education and the URI Chapter of the AAUP*.

Lecturers shall be expected to participate in department service activities pertaining to their normal instructional responsibilities. Senior Lecturers and Teaching Professors are expected to perform college and university service. For more details on full-time, non-tenure-track teaching positions, see the *Agreement between the RI Council of Postsecondary Education and the URI Chapter of the AAUP*.

7.11.25 Non tenure-track 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. [Administrative January 2013]~~ appointed in the College of Pharmacy, the College of Nursing, and other colleges and departments requiring clinical training to contribute to the instruction, practice scholarship, supervision, and service in a clinical setting. Non tenure-track clinical faculty will have salaried appointments of more than 20 hours per week (greater than 50% FTE) that exceed or are expected to exceed one year in duration and are supported wholly or in part by general revenue funds. Non tenure-track clinical faculty shall not be eligible for tenure or permanent status. There are three Clinical Faculty ranks, **Clinical Assistant Professor** (see 7.11.25a), **Clinical Associate Professor** (see 7.11.25b), and **Clinical Professor** (see 7.11.25c). For more details on non tenure track Clinical Faculty, including, for example, annual review cycles and promotion information, see the *Agreement between the RI Council of Postsecondary Education and the URI Chapter of the AAUP*.

7.11.25a Clinical Assistant Professor shall hold a terminal professional degree in the clinical field with training and experience in an area of clinical specialization. There must be clear evidence of a high level of ability in clinical practice, training and teaching. Initial appointments for Clinical Assistant Professor positions shall be for two years with possible extension following a review. The second appointment cycle shall be for a period of 3 years with possible 3-year extensions.

7.11.25b Clinical Associate Professor. In addition to the qualifications required of a Clinical Assistant Professor, the appointee shall have had extensive successful experience in clinical practice in a field of specialization and in working with and/or directing others (such as professionals, faculty members, graduate students, fellows, and residents or interns) in clinical activities in the field. The appointee must also have demonstrated superior clinical practice and teaching ability and accomplishments.

Appointments for Clinical Associate Professor positions shall be for three years with possible reappointments.

7.11.25c Clinical Professor. In addition to the qualifications required of a Clinical Associate Professor, the appointee shall have demonstrated a degree of excellence in clinical practice and teaching sufficient to establish an excellent regional and national reputation among colleagues. The appointee shall also have demonstrated extraordinary professional competence and leadership. Appointments for Clinical Professors shall be for four years with possible reappointments.

~~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. [Administrative January 2013]~~

~~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. [Administrative January 2013]~~

7.11.29 Non tenure-track Research Faculty are employed to contribute to the research mission of the institution, have salaried appointments of more than 20 hours per week (greater than 50% FTE) that exceed or are expected to exceed one year in duration, and are supported by non-general revenue funds. Non-tenure-track research faculty shall not be eligible for tenure or permanent status. There are three Research Faculty ranks: **Assistant Research Professor** (see 7.11.29a), **Associate Research Professor** (see 7.11.29b), and **Research Professor** (see 7.11.29c). For more details on non tenure-track Research Faculty, including annual review cycles and promotion information, see the *Agreement between the RI Council of Postsecondary Education and the URI Chapter of the AAUP*.

7.11.29a Assistant Research Professors shall have demonstrated research ability and potential for contributing to the research, scholarly, or creative mission of the institution. Appointees should be qualified and competent to direct the work of others (such as technicians, graduate students, other research personnel). An earned doctoral degree shall be a requirement for appointment at this rank. Appointment to this non tenure-track faculty rank is dependent on extramural funding that supports the salary and fringe benefits of the individual, as well as excellence in performance.

7.11.29b Associate Research Professor. In addition to the qualifications required of the Assistant Research Professor, appointees shall have extensive successful experience in research, scholarly or creative endeavors, and the demonstrated ability to propose, develop, and manage major research projects. Appointment to this non tenure-track faculty rank is dependent on extramural funding that supports the salary and fringe benefits of the individual and excellence in performance.

7.11.29c Research Professor. In addition to the qualifications required of the Associate Research Professor, appointees shall have demonstrated superior accomplishments to establish an excellent reputation among national or international colleagues. Appointees should have a record of outstanding scholarly production in research, publications, professional achievements or exhibit excellence in research leadership. Appointment to this non tenure-track faculty rank is dependent on extramural funding that supports the salary and fringe benefits of the individual and excellence in performance.

7.11.30 Non tenure-track Faculty of Practice will have salaried appointments of more than 20 hours a week (greater than 50% FTE) that exceed or are expected to exceed one year in duration and are supported wholly or in part by general revenue funds. They shall not be tenured and are not eligible for permanent status. Their primary duties and responsibilities shall be teaching. Appointments to Faculty of Practice positions are reserved for accomplished or distinguished individuals who have demonstrated skills and expertise acquired in their chosen field of practice. Examples include, but are not limited to, leaders in business, engineering, science, theatre, dance, music, and art. Appointees to the position of Faculty of Practice shall hold professional masters degrees or terminal degrees in their field or shall show evidence of equivalent capabilities by virtue of experience. Faculty of Practice shall be appointed after being vetted with the department and with approval of the Dean. Appointment to the position of Faculty of Practice shall be on an annual basis for a period of up to five years maximum. For details on these positions, see the Agreement between the RI Council of Postsecondary Education and the URI Chapter of the AAUP.

CHANGES INCORPORATED

Informational Report on Changes to Administrative Portions of University Manual, Chapters 1, 2, 4 , and 7

University Manual

Part I

Statutes and Rules for the Government of the University

Chapter 1 The Board of Education, The Council on Postsecondary Education, and the President of the University

Board of Education

1.10.10 Background. On May 7, 1981, the Rhode Island General Assembly voted that public higher education in Rhode Island should be regulated by a body called “Board of Governors for Higher Education.” In 2012, the Rhode Island General Assembly voted that, beginning with 2013, the Board of Governors should be replaced by a Board of Education, in charge of all of public education in Rhode Island.

1.10.11 Composition of the Board and Quorum Requirements. The Board of Education is to consist of seventeen (17) public members appointed by the Governor with the advice and consent of the Rhode Island Senate. The Chair of the Governor's Workforce Board, or designee, and the Chair of the Rhode Island Commerce Corporation, or designee, shall serve as non-voting, ex-officio members of the board. The Governor shall select from the appointed members a chairperson and vice chairperson. A quorum shall consist of nine (9) members of the board. A majority vote of those present shall be required for action. The Chair of the Board shall have no term and shall serve at the pleasure of the governor.

1.10.12 Chief Responsibility of the Board. According to its webpage (<http://www.ride.ri.gov/BoardofEducation/BoardMembers.aspx>, accessed 1/5/17), "The Board of Education is the chief policy-setting body overseeing K-20 education in Rhode Island. Through its designated powers and duties, the Board helps shape the course of public education to ensure that all of the state's students receive the best possible education."

Council on Postsecondary Education

1.20.10 Background. In June of 2014, the Board of Education voted to establish two separate sub-councils, one being the Council on Elementary and Secondary Education, the other being the Council on Postsecondary Education. The Council on Postsecondary Education is chiefly in charge of those matters relating to the University of Rhode Island for which university-internal approval is not sufficient. "The Council is an independent public corporation vested with the responsibility of providing oversight for the system of public higher education in Rhode Island. This system consists of three public institutions of higher learning, the University of Rhode Island (URI), Rhode Island College (RIC), and the Community College of Rhode Island (CCRI), along with the Office of the Postsecondary Commissioner. The Office of the Postsecondary Commissioner, which operates under the direction of the Commissioner of Postsecondary Education, is the administrative and research arm of the Rhode Island Council on Postsecondary Education." (<https://www.riopc.edu/page/Council%20overview/>)

1.20.11 Composition of the Council. The Council on Postsecondary Education comprises eight members appointed by the Governor from the members of the Board of Education, to serve until their terms on the Board expire, and one non-voting student member appointed for a two-year term from one of the three public Rhode Island institutions of higher learning. The Council's chair shall be appointed by the Governor from one of the eight voting members of the Council. In addition, the Chair of the Board of Education shall serve on the Council in an ex officio, non-voting capacity. (see RIGL §16-59-2).

1.20.12 Chief Responsibilities of the Council. The Council's responsibilities include (for more details, see Rhode Island General laws § 16-59-1 and § 16-59-4): (1) It shall retain all authority formerly vested in the Board of Education regarding the employment

of faculty and staff at the public higher education institutions. (2) It shall prepare and maintain a five (5) year funding plan for higher education that implements the strategic financing recommendations of the Board of Education. (3) It shall prepare with the assistance of the Commissioner of Postsecondary Education and to present annually to the State Budget Officer in accordance with § 35-3-4 a state higher education budget. Prior to submitting the budget to the State Budget Officer as required by the budget office instructions and this subsection, the Council shall present the budget to the Board of Education for its review and approval. (4) It shall appoint and dismiss presidents of the public institutions of higher learning with the assistance of the Commissioner of Postsecondary Education, and to establish procedures for this, and with the assistance of the Commissioner to approve or disapprove vice presidents of the public institutions of higher learning appointed by the respective presidents of the public institutions of higher learning. (5) It shall delegate to the presidents of each public higher education institution the authority and responsibility for operational and management decisions related to their institutions, consistent with the goals of the statewide strategic plan for postsecondary education, provided however that the presidents may be required to provide information or updates to the council regarding any delegated operational or management decisions.

The President of the University

1.30.10 Presidential Powers—Shared Governance. In 2014, the President of the University received authority over certain items that previously needed to be submitted for approval to the super-ordinated state body (Board of Governors, Board of Regents, etc.). The items over which the President now has authority include: “To create, and consolidate departments, divisions, programs, and courses of study within the university with the assistance of the commissioner of postsecondary education within the approved role and scope adopted by the council on postsecondary education pursuant to § 16-59-4” (See RI General Law § 16-32-2.1). The law stipulates, however, that this authority is to be exercised “consistent with shared governance practices, [and] in conformity with § 16-32-10,” which states that it “shall also be the duty of the president and a committee of the faculty, . . . to arrange courses of study conforming to all acts of Congress, and prescribe any qualifications for the admission of students and any rules of study, exercise, discipline, and government as the president and committee may deem proper.” For more than half a century, the committee of the faculty mentioned in this legislation has been understood to be the URI Faculty Senate.

University Manual

Chapter 2 The Administration

2.23.10 The Vice Provost for Enrollment Management shall provide leadership, support, information and analysis in the areas of student recruitment, financial aid and scholarships, and persistence toward graduation as part of an effort to integrate enrollment planning, student success, and shall report to and receive recommendations from the Faculty Senate and the community on a biannual basis.

University Manual
Chapter 4 The Faculty

4.13.10 Clinical Faculty. These non tenure-track faculty shall be appointed in the College of Pharmacy, the College of Nursing, and other colleges and departments requiring clinical training to contribute to the instruction, practice scholarship, supervision, and service in a clinical setting. See 7.11.25 for definitions of Clinical Assistant Professor, Clinical Associate Professor, and Clinical Professor, and additional information.

4.14.10 Research Faculty. These non tenure-track faculty are employed to contribute to the research mission of the institution. Research shall be the primary focus for individuals appointed to these faculty positions. See 7.11.29 for definitions of Assistant Research Professor, Associate Research Professor, and Research Professor, and additional information.

University Manual
Chapter 7 Faculty and Staff

7.11.11 Full-time non tenure-track teaching positions. The three titles of full-time non tenure-track teaching positions include Lecturer, Senior Lecturer, and Teaching Professor. The Lecturer title is used to designate appointments of persons who are serving in a teaching capacity for a defined period of time.

There are two types of lecturers:

Lecturer is defined as a position in which an individual may be appointed to multiple one-year appointments. Lecturers may be eligible for the promotional process to Senior Lecturer. For more details, including, for example, degree requirements, annual review cycles, expectations and promotion information, see the *Agreement between the RI Council of Postsecondary Education and the URI Chapter of the AAUP*.

Temporary Lecturer is temporarily employed to cover courses for full-time faculty who are on sabbatical leaves, sick leaves, or in some cases in the interval between the allocation of a new faculty position and the subsequent appointment of the new faculty. Temporary lecturers shall not be eligible for the promotional process to Senior Lecturer or Teaching Professor. For more details, see the *Agreement between the RI Council of Postsecondary Education and the URI Chapter of the AAUP*.

Senior Lecturer: promotion to Senior Lecturer shall follow an evaluation/review of teaching effectiveness and student advising within the college at the end of the 4th year for promotion in the 5th year. The promotional procedure shall be evidence based. Appointments shall be based upon excellence in teaching and advising starting in the fifth (5th) year and shall be for periods of two years with possible reappointments of

two (2) years duration. Those Senior Lecturers without a terminal degree after three 2-year reappointments may be granted renewable three year appointments. For more details, including, for example, degree requirements, annual review cycles, expectations and promotion information, see the *Agreement between the RI Council of Postsecondary Education and the URI Chapter of the AAUP*.

Teaching Professor: promotion to Teaching Professor shall require a terminal degree in the appropriate discipline and shall follow a comprehensive review in the 8th year with demonstrated excellence in teaching effectiveness and student advising. In the ninth (9th) year, a Senior Lecturer, who has shown excellence in teaching and advising, and has been on continuous appointments as a Lecturer and Senior Lecturer, may be recommended to the Provost by the Chair and/or Dean to become a Teaching Professor with an initial four (4) year contract and possible four (4) year reappointments. For more details, including, for example, annual review cycles, expectations and promotion information, see the *Agreement between the RI Council of Postsecondary Education and the URI Chapter of the AAUP*.

Lecturers shall be expected to participate in department service activities pertaining to their normal instructional responsibilities. Senior Lecturers and Teaching Professors are expected to perform college and university service. For more details on full-time, non-tenure-track teaching positions, see the *Agreement between the RI Council of Postsecondary Education and the URI Chapter of the AAUP*.

7.11.25 Non tenure-track Clinical Professor shall be appointed in the College of Pharmacy, the College of Nursing, and other colleges and departments requiring clinical training to contribute to the instruction, practice scholarship, supervision, and service in a clinical setting. Non tenure-track clinical faculty will have salaried appointments of more than 20 hours per week (greater than 50% FTE) that exceed or are expected to exceed one year in duration and are supported wholly or in part by general revenue funds. Non tenure-track clinical faculty shall not be eligible for tenure or permanent status. There are three Clinical Faculty ranks, **Clinical Assistant Professor** (see 7.11.25a), **Clinical Associate Professor** (see 7.11.25b), and **Clinical Professor** (see 7.11.25c). For more details on non tenure track Clinical Faculty, including, for example, annual review cycles and promotion information, see the *Agreement between the RI Council of Postsecondary Education and the URI Chapter of the AAUP*.

7.11.25a Clinical Assistant Professor shall hold a terminal professional degree in the clinical field with training and experience in an area of clinical specialization. There must be clear evidence of a high level of ability in clinical practice, training and teaching. Initial appointments for Clinical Assistant Professor positions shall be for two years with possible extension following a review. The second appointment cycle shall be for a period of 3 years with possible 3-year extensions.

7.11.25b Clinical Associate Professor. In addition to the qualifications required of a Clinical Assistant Professor, the appointee shall have had extensive successful experience in clinical practice in a field of specialization and in working with and/or

directing others (such as professionals, faculty members, graduate students, fellows, and residents or interns) in clinical activities in the field. The appointee must also have demonstrated superior clinical practice and teaching ability and accomplishments. Appointments for Clinical Associate Professor positions shall be for three years with possible reappointments.

7.11.25c Clinical Professor. In addition to the qualifications required of a Clinical Associate Professor, the appointee shall have demonstrated a degree of excellence in clinical practice and teaching sufficient to establish an excellent regional and national reputation among colleagues. The appointee shall also have demonstrated extraordinary professional competence and leadership. Appointments for Clinical Professors shall be for four years with possible reappointments.

7.11.29 Non tenure-track Research Faculty are employed to contribute to the research mission of the institution, have salaried appointments of more than 20 hours per week (greater than 50% FTE) that exceed or are expected to exceed one year in duration, and are supported by non-general revenue funds. Non-tenure-track research faculty shall not be eligible for tenure or permanent status. There are three Research Faculty ranks: **Assistant Research Professor** (see 7.11.29a), **Associate Research Professor** (see 7.11.29b), and **Research Professor** (see 7.11.29c). For more details on non tenure-track Research Faculty, including annual review cycles and promotion information, see the *Agreement between the RI Council of Postsecondary Education and the URI Chapter of the AAUP*.

7.11.29a Assistant Research Professors shall have demonstrated research ability and potential for contributing to the research, scholarly, or creative mission of the institution. Appointees should be qualified and competent to direct the work of others (such as technicians, graduate students, other research personnel). An earned doctoral degree shall be a requirement for appointment at this rank. Appointment to this non tenure-track faculty rank is dependent on extramural funding that supports the salary and fringe benefits of the individual, as well as excellence in performance.

7.11.29b Associate Research Professor. In addition to the qualifications required of the Assistant Research Professor, appointees shall have extensive successful experience in research, scholarly or creative endeavors, and the demonstrated ability to propose, develop, and manage major research projects. Appointment to this non tenure-track faculty rank is dependent on extramural funding that supports the salary and fringe benefits of the individual and excellence in performance.

7.11.29c Research Professor. In addition to the qualifications required of the Associate Research Professor, appointees shall have demonstrated superior accomplishments to establish an excellent reputation among national or international colleagues. Appointees should have a record of outstanding scholarly production in research, publications, professional achievements or exhibit excellence in research leadership. Appointment to this non tenure-track faculty rank is dependent on extramural funding that supports the salary and fringe benefits of the individual and excellence in performance.

7.11.30 Non tenure-track Faculty of Practice will have salaried appointments of more than 20 hours a week (greater than 50% FTE) that exceed or are expected to exceed one year in duration and are supported wholly or in part by general revenue funds. They shall not be tenured and are not eligible for permanent status. Their primary duties and responsibilities shall be teaching. Appointments to Faculty of Practice positions are reserved for accomplished or distinguished individuals who have demonstrated skills and expertise acquired in their chosen field of practice. Examples include, but are not limited to, leaders in business, engineering, science, theatre, dance, music, and art. Appointees to the position of Faculty of Practice shall hold professional masters degrees or terminal degrees in their field or shall show evidence of equivalent capabilities by virtue of experience. Faculty of Practice shall be appointed after being vetted with the department and with approval of the Dean. Appointment to the position of Faculty of Practice shall be on an annual basis for a period of up to five years maximum. For details on these positions, see the Agreement between the *RI Council of Postsecondary Education and the URI Chapter of the AAUP*.