

Constitution, By-laws, and University Manual Committee Report 2016-17 # 1; December 8, 2016

With this report, to you does come
A two-part message from CBUM.
The first is informational
(We hope not confrontational).
The second urgently does plead
That Manual updates be “at speed.”

First part, concerning position descriptions of non-tenure track faculty

Chapters 4 and 7 of the University Manual contain several position descriptions which have been rendered outdated by the 2014-18 *Agreement between the RI Council of Postsecondary Education and the URI Chapter of the AAUP* (henceforth referred to as “*Agreement*”). Segment 1 (in a black font) contains the updated Manual passages. The CBUM Committee has drafted these passages, using the language of the *Agreement*, and submitted the draft to Vice Provost Clifford Katz for review who proposed some changes (again, using the language of the *Agreement*). The final “product” is now presented to the Faculty Senate as an informational item. The matter does not fall under Senate jurisdiction; whether or not the changed passages will be included in the Manual depends on the President, in accordance with a provision from University Manual passage 11.10.14, that “no administrative changes may be incorporated into the Manual without the President having ‘signed off’ on them.” (Note: If the President decides that the updated segments should not be included in the University Manual, that would not invalidate them, as they are part of the *Agreement*.) Segment 2 (in a red font) reproduces the outdated passages currently in the Manual.

Segment 1: Updated Manual passages

Replace 4.14.10-13 by the following:

4.14.10 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 4.14.11), **Associate Research Professor** (see 4.14.12), and **Research Professor** (see 4.14.13). 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*.

4.14.11 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.

4.14.12 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.

4.14.13 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.

Replace 7.11.11 by the following:

7.11.11 Full-time non-tenure-track teaching positions. The three titles of full-time non-tenure track teaching positions include Lecturers, Senior Lecturers, and Teaching Professors.

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:

Lecturers are defined as positions 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 Lecturers are 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 Lectures 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 Professors: 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*.

Replace the current Manual sections (concerning Clinical Faculty) 7.11.25-27 by the following segments 7.11.25-28; insert a new segment (concerning Faculty of Practice) 7.11.29, and renumber the section currently numbered 7.11.28 to 7.11.30:

7.11.25 Clinical Faculty shall be appointed in Pharmacy, Nursing and other 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 7.11.26), **Clinical Associate Professor** (see 7.11.27), and **Clinical Professor** (see 7.11.28). 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*.

7.11.26 Clinical Assistant Professors 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 year with possible extension following a review. The second appointment cycle will be for a period of 3 years with possible 3-year extensions.

7.11.27 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 Professors positions shall be for three years with possible reappointments.

7.11.28 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 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 that 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*.

Segment 2: Outdated passages currently in the Manual

4.14.10-13:

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. [[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](#)]

7.11.11:

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](#)]

7.11.25-27:

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. [[Administrative January 2013](#)]

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](#)]

Second part (for the most part oral): Plea to administrators to see to it that the administrative portions of the Manual be kept up-to-date

1. Recounting of how things were in the so-called “good old days”
2. Recounting of what has happened over the past half-decade or so . . .
3. What has to happen from now on (in accordance with Chapter 11 of the University Manual, which has been changed recently in order to facilitate keeping the administrative portion of the Manual up-to-date)

[To keep the Manual up-to-date
May not amuse and not elate,
But still, it surely is essential:
Mistakes could be quite consequential.]

[FYI: Here is the key University Manual passage on Manual changes based on presidential action:

11.10.14 University Manual changes based on presidential action. University administrators shall make themselves aware of University Manual passages concerning the units for which they are responsible. Whenever there are changes with respect to their units making modifications of Manual passages necessary, the appropriate administrator shall amend them and submit them to the President for review. The President may appoint a person to assist him or her with that review, but no administrative changes may be incorporated into the Manual without the President having “signed off” on them. When the President approves of a change, it shall be submitted to the Constitution, By-laws and University Manual Committee for incorporation into the Manual. The Committee shall determine if the proposed changes are in the area of Presidential or Senate authority and shall ensure that the changes are consistent with the style, format and arrangement of the University Manual (By-laws of the Faculty Senate, Section 4.25). If the President and Constitution, By-laws and University Manual Committee are not in agreement as to the delegation of authority, the matter shall be referred to the Executive Committee of the Senate. If the changes proposed are deemed to fall under presidential authority, they shall be referred to the Coordinator, Faculty Senate, for incorporation into the electronic copy of the University Manual. #13-14–13]