[Strawman Proposal]   
College policies regarding Core Faculty Titles, Privileges, and Responsibilities.

Engineering College Council, Spring 2016

Summary

This document addresses ambiguities related to the roles of departmental Core Faculty and other staff. The aim is to avoid inconsistent or ambiguous mappings between responsibilities, privileges, supervision structures, and job titles.

These policies are intended also to

* Ensure that “core” research and teaching faculty are integrated within departmental governance, decision processes, and their implementations.
* Differentiate appointment and supervision processes for core faculty from departmental administrative, instructional, technical, and research personnel.

Introduction

Core Faculty (CF) are those with academic appointments with any of the following titles, as permitted by university policy:

* [Rank] Professor (TTP): Tenure-Track, including Tenured faculty with primary privileges and responsibilities related to teaching, research, and service.
* [Rank] Professor of Practice (PoP): with primary privileges and responsibilities related to teaching and service. PoP may also engage in research.
* [Rank] Research Professor (RP): with primary privileges and responsibilities related to research and service. RP may also engage in teaching.

where ranks are “Full,” “Associate,” and “Assistant” in order of decreasing rank.

As specified by university policy, only TTP titles are tenure-track.

Administrative

In collaboration with department chairs, department CF will contribute to the definition and implementation of departmental policy related to their primary responsibilities. Departmental policies that clarify ambiguities in university or college policies may be adopted or revised by a majority vote of those departmental core faculty with relevant primary responsibilities.

Service

All core faculty have service requirements relevant to their areas of expertise and professional interest as determined by departmental leadership and policy.

Privileges

The following privileges are reserved to a department’s core faculty as permitted by university policy:

* Role of chair for thesis and dissertation committees.
* Role of principal investigator on research grants.
* Voting on decisions regarding hiring, tenure, and promotion, as described below.

We note that the university has a variety of titles and job descriptions suitable for non-core instructional, technical and administrative personnel employed by departments and departmental faculty. The privileges listed above are not available to non-CF personnel unless specifically approved by a vote of CF with relevant primary responsibilities on a case-by-case basis. Non-CF personnel are otherwise not governed by these policies.

Evaluation

Performance evaluations must incorporate an assessment performed by departmental evaluation committees comprising relevant Core Faculty other than the department chair. Membership of departmental evaluation committees must be approved by a majority vote of TTP in consultation with all core faculty.

Appointment and Promotion

CF appointment and promotion processes must include a confidential ballot of CF as follows:

* TTF vote on appointment and promotion of TTF of equal or higher rank.
* TTF and PoP vote on appointment and promotion of PoP of equal or higher rank.
* TTF and RP vote on appointment and promotion of RP of equal or higher rank.

All eligible voters must be provided reasonable opportunities participate in such ballots.

Determination of Academic Policies and Departmental Curricula

All changes to departmental academic policy or curricula must be developed in consultation with all TTP and PoP.