Term/Tenure-Track Task Force (QTT)
Explanation of Changes

The Term/Tenure-Track Taskforce (QTT) was formed during the spring of 2018 to address policy issues that have emerged as units and colleges have implemented the various faculty ranks in FSH 1565 differently. The charge to the Taskforce is attached to this document. After identifying issues and studying the approach of various universities around the country, the QTT is proposing changes to UI policy to simplify and clarify faculty ranks.

1. Fewer Ranks. The first change is to amend FSH 1565 to provide for three faculty ranks: Professor (including assistant, associate and full), Instructor (including instructor and senior instructor) and Adjunct (for all appointments of 49% or less).

This change eliminates the following ranks: lecturer, clinical professor (assistant, associate and full), research professor (assistant, associate and full), extension faculty with the rank of instructor and senior instructor, extension faculty with the rank of professor (assistant, associate and full), librarian with the rank of instructor, librarian with the rank of professor (assistant, associate and full), psychologist with the rank of instructor, psychologist or licensed psychologist with the rank of assistant professor and licensed psychologist with the rank of professor (associate and full). These ranks have been folded into the three ranks above or moved into their own specific section (see #4 below).

Rather than delineating so many different ranks, each faculty members’ specific assignment and responsibilities will be set forth in the position description. To facilitate this process, slight tweaks to the four areas of faculty responsibility (teaching, scholarship and creative activities, outreach and university service and leadership) have been made to ensure that the work of faculty in very specialized fields such as psychologists and librarians is adequately reflected in the four areas of responsibility.

2. Clear lines between ranks. Revisions to the descriptions of the three ranks have been made to provide clear lines between ranks.

**Adjunct Faculty.** All part time faculty will have the rank of adjunct faculty. This is true whether the part time faculty member has an appointment for one semester to teach a single class or whether a part time faculty member has a continuing part time appointment. Adjunct faculty may include faculty whose primary employment is elsewhere but who perform limited services for UI, faculty whose sole employment is as part time faculty at UI, and faculty who have a staff appointment at UI but who assume some faculty responsibilities. Adjunct faculty do not have voting rights except as provided in FSH 1520. Responsibilities of adjunct faculty are governed by their employment contracts and may include responsibilities within any of the four areas of faculty responsibility.

**Instructors.** Instructors are not required to have a terminal degree. Instructors have responsibilities only in the areas of teaching and university service and leadership. Required university service and leadership may not exceed 10% of an instructor’s level of effort. An instructor may, from time to time, with the approval of their unit administrator, assume additional responsibilities. However, an instructor cannot be required to assume such additional responsibilities. Instructors are promotable to Senior Instructor. Note, as explained later, senior instructor is no longer a tenurible rank.

**Professors.** Professors are required to have a terminal degree. Professors have responsibilities in the four areas of faculty responsibilities. All professors must have responsibilities in the area of University Service and Leadership. Responsibilities would be dictated by the individual
professor’s position description and could focus substantial amounts of effort in one area over others – for example in research or in outreach.

The goal of this simplification is to address the problems of inconsistency and inequity that currently exist. UI currently has faculty in the clinical faculty rank who have the identical responsibilities of faculty in the professor rank. We have research professors who are tenure-track and who are not tenure-track – their position descriptions are identical. Instructors and clinical professors often share very similar position descriptions.

3. **Clear requirements for Tenurable ranks.** Professor is the only tenurable rank. Professors may be term professors or tenured (tenurable) professors. To be tenurable, a position must have responsibilities in all four areas of faculty responsibility. Tenure is a privilege that imposes responsibilities across the range of faculty responsibilities. Still, each tenure-track and tenured faculty member’s position description will be specific and may emphasize some areas of responsibility over others. For example, a faculty member heavily engaged in research may report 10% Service and leadership, 5% outreach, 10% teaching (supervising graduate students, giving periodic lectures, etc.) and 75% research. Another faculty member focus on teaching may have a position description that includes 75% teaching, 10% university service and leadership, 10% scholarship and 5% outreach.

The goal of this revision is to provide clear guidance on whether a position must be a tenure-track position. The sense of the committee is that tenure must require scholarship, but also that the privilege of tenure imposes upon faculty the full range of responsibility for shared governance and for the university’s external mission.

4. **Clear lines between faculty positions that do not fit the four areas of responsibility or are not truly ranks.**
   
a. **Extension. New FSH 1566.** New FSH 1566 provides further specialized requirements for extension faculty. No specialized extension faculty rank will exist anymore. Extension faculty will have the rank of Instructor or Professor. For some time now, extension has worked under a set of guidelines that provide a link to UI policy in the FSH. These guidelines are not formalized in the FSH but are the result of collaboration between extension and the provost’s office. Under the QTT proposal, the guidelines would now become part of policy.

b. **Officer Education. New FSH 1568.** Faculty in the officer education program are UI faculty pursuant to agreements between UI and the military. The responsibilities of these faculty are set forth in these agreements and are not always consistent with the four areas of faculty responsibility in 1565. For this reason, the provisions of 1565 relating to officer education have been moved, without revision, to new FSH 1568. The stature and role of faculty in the officer education program will not change.

c. **Honorary Faculty Titles – University Distinguished Professor and Emeritus. New FSH 1569.** University Distinguished Professor and Emeritus professor are honorary designations and not faculty ranks. The responsibilities of a University Distinguished Professor do not change upon obtaining the designation. Emeritus professors do not have any responsibilities and are not employees of the UI. However, they may be hired as adjunct faculty at less than 49% time. For this reason, these two honorary designations have been moved, with only minor edits, to a new section – FSH 1569.

d. **Affiliate Faculty. New FSH 1572.** The definition of affiliate faculty is being changed (again). This change is required, in part, because of the change in the definition of adjunct faculty. The new rank of adjunct faculty includes *all* part time faculty with appointments of .49 or less.
whether they are staff of the university, employed elsewhere or simply part time UI faculty. The new affiliate faculty designation allows interdisciplinary faculty who do not have a formal joint appointment, but who provide support and services to more than one department to be designated as affiliate faculty in their non-primary department. The provision has been moved from 1565, because designation as affiliate generally does not carry unique responsibilities or change the faculty member’s existing responsibilities.

e. **Distinguished Scholars and Visiting Faculty. New FSH 1573.** New 1573 creates a new designation of distinguished scholar and tightens up the definition of visiting faculty.

   a. Distinguished scholars are individuals who are not UI employees but who are affiliated with UI for various purposes. The College of Law, for example, might wish to designate an Idaho Judge spending time in residence at the college as a distinguished scholar. Likewise, the College of Education, Health, and Human Services might wish to designate a leading education reform specialist who supports the college in an ongoing basis as a distinguished scholar. The designation might also be used for faculty from another institution who are spending sabbatical time at UI conducting research or engaging in other collaborative activities on campus. Distinguished scholars may be appointed as adjunct faculty under appropriate circumstances.

   b. Visiting faculty are temporary, full time employees who are at the institution for one to two years. Typically, such faculty are filling a temporary vacancy created by a sabbatical or leave of absence. These faculty do not fit the definition of adjunct faculty because they are full time. However, from an HR perspective they are only temporary employees.

f. **Graduate Students and Post Docs. New Policy 1701.** The provisions of 1565 relating to graduate students and post docs have been moved to new FSH 1701. These people are not faculty and for this reason should not be included in the FSH provision regarding faculty ranks and responsibilities. If the decision is made to treat post docs as faculty at some time in the future, revisions can be undertaken at that time to effectuate the change.

5. **Elimination of Outdated Provisions.** Two provisions of the FSH are being deleted because of these changes. Old 1566 which merely documented the creation of the faculty-at-large has already been deleted by senate. The documentation has been moved to a historical footnote in the University Faculty Constitution – FSH 1520. In addition, FSH 3530 regarding Non-Tenure Track Faculty is being deleted. This provision was outdated. The tenure policy now requires that a majority of the faculty in a department be tenured or tenure-track. The ranks and tenure policy delineate the difference between term and tenure track faculty. For these reasons this policy is no longer needed.

6. **Phase-in of New Policy.** If passed, the new policy will impact incoming faculty only. Existing faculty will remain in their ranks as set forth in the current version of 1565. The current version will be included as an appendix to the new version. In addition, the new policy provides that faculty members may voluntarily convert to a parallel rank in the new policy with the support of the unit administrator, dean and provost. Faculty cannot be forced to convert.
Term/Tenure-Track Task Force (formation/charge)

The Faculty Affairs Committee together with Faculty Senate Leadership and the Provost are forming a task force to examine issues related to non-tenure track faculty. The task force will be chaired by Prof. Dan Eveleth of the College of Business and Economics. We expect that the work of the task force will begin this spring and continue through the 2018-19 academic year.

The desired outcomes of the task force’s work are to help the university community:

- Develop a shared understanding of (and commitment to) the roles and expectations of non-tenure track faculty.
- Increase fairness and consistency with respect to practices associated with recruiting, selecting, developing, rewarding, including, and managing non-tenure track faculty.

To achieve these goals the task force is charged with:

- Identifying the current, potentially disparate, beliefs about the roles and expectations of non-tenure-track faculty across the university.
- Developing a comprehensive understanding of the issues and concerns associated with the current state of affairs.
- Identifying sentiment about a future, aspirational state of affairs, and coalescing around a single view of the future that honors the identified sentiment.
- Making policy and practice-related recommendations to Faculty Affairs, Faculty Senate Leadership and the Provost that are designed to achieve the desired outcomes.