

Faculty Senate Meeting

February 2009

Minutes

Members Present: Anong, Sophia; Arthur, Sean; Boyd, Heather; Centeno, Virgilio; Collier, Jim; Cothren, Richard; Duke, John; Rojani, Kamal (for Easterling, Sam); Ellerbock, Mike; Floyd, John; Glasson, George; Gracanin, Denis; Grange, Robert; Grisso, Bobby; Jelesko, John; Jensen, Roderick; Klein, Brad; Kuypers, Jim; Larson, Timothy; Long, Gary; Martin, Steve; Martin, Tom; Maycock, Michelle; Moseley-Christian, Michelle; Odendaal, Hardus; Ott, Walter; Powell, A. (for Pencek, Bruce); Ponder, Monica; Redican, Kerry; Satterwhite, Emily; Shadle, Brett; Shingles, Rick; Smith, Deborah; Surjan, Terry; Teulon, Fabrice; Tokuhisa, Jim; Vance, Eric; Wood, Cynthia.

1. Vice President Gary Long opened the meeting at 7:00 p.m..
2. Minutes from the December 9th meeting were approved.
3. President Hardus Odendaal announced the both scheduled speakers were not able to attend the meeting and so the only Senate business will be the discussion of two CFA resolutions.
4. Gary Long introduced CFA Resolution 2008-9 B Professors of Practice.

CFA Resolution 2008-09B

**Professors of Practice
Reviewed and Endorsed
by the Faculty Senate:**

**Approved by CFA: January 30, 2009
First Reading, University Council:
Approved by University Council:
Approved by Board of Visitors:
Effective Date: Following approval by the
Board of Visitors**

WHEREAS, certain departments, typically those associated with professional programs, see considerable benefit from appointing outstanding members of their profession to full or part-time non-tenure track positions in support of their instructional, research, or outreach programs; and

WHEREAS, some professional or disciplinary accrediting bodies may encourage departmental use of experienced practitioners in teaching specific courses, overseeing certain student experiences, or carrying out other aspects of the department's mission; and

WHEREAS, individuals with significant and successful field experience bring with them exceptional understanding of the practice of their professions, thereby enriching the students' experiences and enhancing the quality of outreach and practitioner-based research; and

WHEREAS, the rank "Professor of Practice" is increasingly found in use at a number of universities to recognize these special contributions and the expertise brought by such individuals;

WHEREAS, approval of these ranks is not meant to suggest that academic departments must use them, or that a department is required to change its balance of tenure-track and non-tenure-track positions. Rather, these proposed ranks create a more flexible set of tools that

have been requested by a variety of departments to meet instructional needs that have not been successfully addressed by a traditional tenure-track appointment while giving appropriate recognition for the accomplishments of the practitioners;

THEREFORE be it resolved that the ranks of Assistant Professor of Practice, Associate Professor of Practice, and Professor of Practice be added to the Faculty Handbook with the following overview and definitions.

Proposed New Text for the Faculty Handbook, to be inserted in section 2.3.1 concerning non-tenure-track ranks for instructional faculty Professor of Practice Ranks

Academic departments retain the authority and responsibility to make decisions about whether to employ professors of practice to deliver aspects of their instructional program or to carry out other aspects of the departmental mission. Departmental policies and practices related to the use of non-tenure-track ranks must be approved by an appropriate standing committee in the department, such as a promotion and tenure or executive/personnel committee, the department head, and dean.

For disciplines where professional preparation of students is a major goal, the involvement of experienced practitioners in teaching the skills and values of the profession, overseeing internships and project experiences, and career advising, for example, can be a vital aspect of a successful program. Professional programs often have a deep commitment to on-going continuing education of practitioners in the field, resulting in a greater commitment to delivery of outreach programs than may be typical of a tenure-track appointment outside of extension. Programs in the arts may wish to attract resident artists or performers for a period of time to contribute to the program. The professor of practice rank series may be appropriate in these and other roles that typically do not reflect the same range of responsibilities required for tenure-track faculty members.

The professor of practice series provides for short- or long-term, full- or part-time, non-tenure-track faculty appointments for individuals who bring specialized expertise to the instructional programs of the university, thereby complementing the qualifications and contributions of tenure-track faculty. [These rank titles may also be used for wage appointments in lieu of adjunct assistant, associate, or professor, if appropriate for the assignment and credentials of the individual.] Individuals appointed to these ranks are expected to be successful and effective professionals in a given field. They must be effective teachers of the profession or discipline and they are expected to be able to understand and evaluate the research that applies to their field and to teach it to students. While professor-of-practice faculty members may conduct research and present their findings in professional venues, there are no expectations for an extensive research program as is typical of tenure-track faculty appointments.

Professor-of-practice faculty members are expected to remain active in their professions in ways that contribute to their assignment--teaching, consulting or doing outreach, serving in technical and professional societies and associations, and similar activities. Where appropriate to their assignment, they may serve on graduate committees and interact with graduate students and interns. They may also be expected to serve on departmental, college, or university committees as contributing members of their departments and the broader university community. Individuals appointed to a professor of practice rank must have a graduate or professional degree in the discipline (or a related discipline), professional certification(s) if relevant, and/or significant professional experience. Any appointment without the relevant **terminal** degree in the field must be certified by the department as appropriately credentialed for the faculty member's particular instructional assignment in accordance with guidelines for regional accreditation and university policy and procedures. Documentation supporting alternative credentials certification is required. A record of significant professional achievement is expected for appointment at the associate or full level; initial appointments at such ranks must be approved by the appropriate departmental committee and head.

Appointment to one of these ranks may be from one to five years and are renewable without limit.

Promotion within these ranks may be pursued through procedures outlined in this section for all non-tenure-track instructional faculty. Tenure will not be awarded at any of these ranks and all service at one of these ranks will be excluded from the probationary period should the faculty member later be appointed to a tenure-track position.

Assistant Professor of Practice

Persons appointed at this rank will have a graduate or professional degree in the discipline (or a related discipline), professional certification(s) if relevant, and/or significant professional experience. Experience and a demonstrated competence in practice of the profession are expected. Credentials must be relevant to the field and type of assignment.

Associate Professor of Practice

Persons appointed at the associate professor of practice rank will have a graduate or professional degree in the discipline (or a related discipline), professional certification(s) if relevant, and/or significant professional experience. Credentials for appointment or promotion to this rank must document a record of significant professional experience and accomplishments relevant to the field and type of assignment.

Professor of Practice

Professor of practice is the capstone rank in the series. Appointment to this rank denotes distinguished professional achievement, and regional, national, or international prominence in the field. Credentials for appointment or promotion to this rank must document a record of significant professional experience and accomplishments relevant to the field and type of assignment. External validation of such accomplishments and leadership in the field is expected at the time of appointment or promotion.

Much discussion followed regarding the need for Professors of Practice and the potential for overstaffing a department with Professors of Practice rather than tenure track faculty. The resolution passed by a vote of 19-11.

4. Gary Long presented CFA Resolution 2008-09A - Removal of a Principal, Co-Principal or Lead Investigator

Commission on Faculty Affairs Resolution 2008-09A Removal of a Principal, Co-Principal or Lead Investigator

Approved by Commission on Faculty Affairs: January 31, 2008

Revised version approved: January 30, 2009

Approved by Faculty Senate November 13, 2007

Approved by Commission on Research: February 4, 2009

First Reading to the University Council: February 16, 2009

Approved by the University Council:

Approved by the President:

Approved by the Board of Visitors:

Effective Date: Upon Approval

Whereas, the university strives for the highest standards of research performance to maintain its credibility, public trust and the professional standing of all its researchers; and

Whereas, funding agreements are legal contracts between the sponsor and the university (not the principal investigator(s)), thereby obligating the university to ensure compliance with any and all applicable policies, regulations, or specific conditions attached to the funding; and

Whereas, there are circumstances when removal of a Principal, Co-Principal or Lead Investigator may have to be considered, especially when so requested by a sponsor; and

Whereas, the removal of a Principal, Co-Principal or Lead Investigator warrants an established policy and procedure to ensure fair treatment of faculty members and protection of university and sponsor interests and obligations;

Therefore be it resolved that the following section be added to the Faculty Handbook and to the Handbook for Special Research Faculty:

REMOVAL OF A PRINCIPAL, CO-PRINCIPAL OR LEAD INVESTIGATOR

Funding agreements are legal contracts between the sponsor and the university rather than an individual, thereby obligating the university to ensure compliance with any and all applicable policies, regulations, or specific conditions attached to the funding. Funding agencies and sponsors vary in their requirements; the terms of the specific contract with a sponsor will guide the university's actions whenever this policy may need to be invoked. This policy applies to investigators who hold identified responsibilities as Principal, Co-principal, or Lead Investigator (hereafter referred to collectively as the Investigator).

Removal of an Investigator from a sponsored project may be necessary or warranted under unusual circumstances such as incapacity (unable to carry out their responsibilities as an Investigator), misuse of funds, failure to comply with university and sponsored

programs' policies or state or federal regulations, failure to disclose or appropriately manage a significant conflict of interest, or in response to a request by the sponsor of the project.

Significant issues that are uncovered by the university or brought forward by the sponsor should be addressed with the Investigator as early as possible so that he or she has an opportunity to rectify the problem(s) if possible. The Office of the Vice President for Research must consult with the relevant department head and dean (or other senior manager if the Investigator is not in an academic college) in addressing the deficiencies prior to removal, evaluating the validity of the concerns, or determining other appropriate resolutions to the identified issues. Referral to and formal investigation by a university entity charged with such responsibility, such as internal audit in the case of alleged fraud or misuse of funds, will follow standard university policies and procedures. Reassignment of responsibility for authorization of project expenditures may be necessary pending the outcome of the investigation.

Should the circumstances warrant removal, the vice president for research shall inform the Investigator in writing, including a statement of the justification and supporting evidence for the removal. If the sponsor initiates a request for removal, the vice president shall request such a statement in writing from the sponsor. The Investigator shall have at least ten (10) working days from receipt of the notification to respond. If this exchange does not result in a satisfactory resolution of the issues(s) and the removal becomes involuntary, the Investigator may appeal within five (5) working days to the provost. Notification of the sponsor will be in accordance with the terms of the specific sponsored contract and/or requirements of the funding agency whenever the university initiates temporary suspension or permanent removal of an Investigator. Reassignment of project leadership, when necessary, will occur in consultation with the sponsoring program manager.

Appeal: Within ten working days (or as expeditiously as possible), the provost will appoint an appeals committee composed of three non-administrative faculty members chosen by the provost: one member chosen from the Faculty Senate Faculty Review Committee; one member chosen from the Committee on Faculty Ethics; and one member from the general faculty. The committee will elect its own chair. The vice president for research will present the appeals committee with the rationale and evidence that led to the recommendation for removal. The Investigator, if he or she so elects, will have an opportunity to provide a statement to the panel. Documents shall be submitted in accordance with deadlines and guidelines set by the committee and made available to the other party. The appeals

committee may choose to review submitted documents and/or hear from the parties. The committee's responsibility is to determine if there is reasonable cause for the removal, that the Investigator had a fair opportunity to rebut the evidence as provided for in this policy, and that university policies and procedures have been followed appropriately. The committee will provide its recommendation in writing to the provost within thirty (30) calendar days. The provost shall render a decision on removal of the Investigator within five (5) working days after receiving the committee's recommendation. If the decision of the provost does not agree with the recommendation of the appeals committee, the Investigator may appeal within five (5) working days to the president of the university. The president will render a decision within fifteen (15) working days. The president's decision will be final.

Time limits above may be extended by necessity and by mutual agreement of the parties. Given that this appeal process provides an opportunity for referral to a faculty panel and review by university executives, the same matter may not also be the subject of a grievance.

The resolution was supported by a vote of 28-2.

4. Meeting adjourned at 8:00 p.m.