



SOUTHERN UTAH UNIVERSITY
Policies and Procedures

Policy # 6.0
Date Approved: 05/04/01
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Reviewed w/no Changes:
Office of Responsibility: Prov
Page 1 of 3

SUBJECT: DEFINITION OF FACULTY

- I. PURPOSE:** To define the term “faculty,” to describe types of faculty, and to relate faculty status and academic rank.

Definition: Faculty—An academic employment status for those persons who have responsibility for the conduct of approved University courses, scholarship and service. Included are personnel whose appointments carry the titles of professor, associate professor, assistant professor, instructor, clinical faculty, emeritus faculty, professional-in-residence, visiting faculty, lecturers, and adjunct faculty.

Selected members of the administration may also hold faculty status and rank if recommended by appropriate departmental faculty and approved by the Board of Trustees as per SUU policy.

II. REFERENCES:

SUU Policy and Procedures, 6.1, Faculty Evaluation, Promotion and Tenure

SUU Policy and Procedures, 6.24, Adjunct Faculty

SUU Policy and Procedures, 6.27, Faculty Workload

III. POLICY:

- A. Faculty hold professional positions which are exempt from overtime provisions of the Fair Labor Standards Act requirements.
- B. Faculty positions are established in academic departments and in the library of the University.
- C. Faculty are of three types: (A) tenured and tenure-track, (B) Full-time faculty who are neither tenured nor tenure-track, and (C) part-time faculty who are neither tenured nor tenure-track.
1. Tenured and Tenure-track Faculty: An employment status in a budgeted and full-time (nine months or more) instructional or library position in a department, and holding academic ranks as a professor, associate professor, or assistant professor either with tenure or in a tenure track. Pursuant to University policy 6.1, individuals in administrative positions may also hold a faculty position and be awarded tenure in an academic program. Tenured and tenure-track faculty are expected to engage in teaching, scholarship/creative



SUBJECT: DEFINITION OF FACULTY

activities, and service as per SUU policy 6.1. They are also expected to assume student advising and committee assignments within the department, college or school, and University. Benefits of full-time status are accorded.

Initial appointments to the rank of assistant professor or to a higher academic rank require the terminal degree in the teaching discipline. In exceptional cases, prominence in the field in which the faculty member will have primary teaching responsibility may substitute for a terminal degree. Indicators/attributes for prominence and experience are articulated at the time of hiring by the search committee and the department chair, and are subject to action by the dean and Provost.

2. Full-time faculty who are neither tenured nor tenure-track
 - a. Non-tenure Track Lecturer, Assistant Professor, Associate Professor, Initial appointments to the rank of lecturer or to a higher academic rank require a masters degree in the discipline (or a master's degree and 18 graduate hours in the field) in which the faculty member will have primary teaching responsibility. Further, these faculty members are expected to provide service to the University. Employment contracts for these faculty members may be determined for up to five years, with a potential for renewal. Benefits of full-time status are accorded.
 - b. Professional-in-Residence (artist, executive, etc. as determined by the cognizant dean). A professional-in-residence or artist-in-residence requires prominence and experience in the field the appointee will be teaching, or a specialized certification in the discipline. Indicators/attributes for prominence and experience are articulated at the time of hiring by the search committee and the department chair, and are subject to action by the dean and Provost.
 - c. Visiting Faculty. An employment status of intermittent or limited duration in a department. The appointment may be honorary, distinguished or made on the basis of extensive experience in a discipline. Visiting faculty receive and are accorded full benefits and may be listed among departmental faculty in university publications. Degree requirements are



SUBJECT: DEFINITION OF FACULTY

those demanded by the appropriate department, but a minimum of a masters degree is required in the teaching field or a masters degree and 18 credit hours in the field. The department specifies expectations of instruction, scholarship, and service.

3. Part-time faculty who are neither tenured nor tenure-track.
 - a. Adjunct/Wage-Rated/Part-time faculty. An employment status, neither with tenure nor in the tenure track. Conditions for appointment as an adjunct faculty member at the university are that the individual will have at least a master's degree in the teaching field or a master's degree and 18 graduate credit hours in the teaching field or that the individual brings a special expertise or honor to a program or academic unit.
 - b. Emeritus faculty: An honorary status bestowed upon faculty who have formally and officially retired from the University pursuant to policy and who are accepted by the department as emeriti.. University benefits are limited to those specified at the time of retirement. Emeritus status does not preclude individuals from accepting positions as part-time faculty or adjunct/wage-rated faculty as defined.