



SUBJECT: DEFINITION OF FACULTY

I. PURPOSE:

To define and differentiate the various categories of “faculty” recognized at Southern Utah University and to outline the employment terms inherent in each faculty designation.

II. DEFINITION OF FACULTY:

The faculty consist of personnel appointed by the University for the purpose of carrying out one or more of the following primary functions of the university: academic instruction and technical training, and enlargement of knowledge through scholarly or creative activity. 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.

III. REFERENCES:

SUU Policy and Procedures, 5.32, Part-Time and Temporary Employment

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

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 members receive appointments in one of the following four separate categories: 1) tenured or tenure-track appointments, 2) term appointments without eligibility for tenure, 3) special appointments without eligibility for tenure, and 4) emeritus appointment. The selection of persons to fill positions in any of the categories defined below should be carried out in a manner consistent with established criteria and in accord with University commitments to affirmative action and equal opportunity.



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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 activities, and service as per SUU policy 6.1. They also have the responsibility for approved University curriculum and the learning quality of courses. 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. Term appointments without eligibility for tenure:
 - a. Lecturer: Initial appointments to the rank of lecturer or to a higher academic lecturer rank (assistant professor, associate professor) require a master's 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, college and/or department. Employment contracts for these faculty members are annually renewed and may be determined for up to five years, with a potential for renewal. Benefits of full-time status are accorded.
 - b. Clinical Faculty: An individual whose primary function is the supervision of students in clinical practicum, residency, and intern on-site programs. Such appointment has no significance for achieving or holding tenure. Examples of clinical faculty include student teacher supervisors, cooperative teachers, etc.



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- c. Adjunct/ Part-time faculty: Individuals having professional or specialized training, employed on a temporary or part-time basis, to provide instruction or instructional related services for one or more credit bearing courses. Such appointment has no significance for achieving or holding tenure. An adjunct faculty must be appointed by an academic dean for a specific period of time, but usually on a semester-by-semester basis. 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.

Adjunct Faculty are limited to less than 75% of a lecturer ICH workload per semester, depending on the department where the adjunct teaches (<75% of 15 ICH or <75% of 12 ICH, depending on that department's lecturer ICH workload as governed by University Policy 6.27). See University Policy 5.32, Part-Time and Temporary Employment.

Appointees to these positions shall not have the right to vote on matters relating to appointments, retention, tenure, or promotion. Appointees shall not be counted among the number of faculty members in a representation area for purposes of apportioning membership in the Faculty Senate, shall not be eligible for election to the Faculty Senate, and shall not be eligible to vote for members of the Faculty Senate.

3. Special appointments without eligibility for tenure.
- a. 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 department chair, and are subject to action by the dean and Provost.



SOUTHERN UTAH UNIVERSITY
Policies and Procedures

Policy # 6.0
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- b. 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 those demanded by the appropriate department, but a minimum of a master's degree is required in the teaching field or a master's degree and 18 credit hours in the field. The department specifies expectations of instruction, scholarship, and service.
4. 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.