

SENATE ACTION FORM

No. 1265

Subject: Academic Titles Proposal

Reference to Senate Minutes dated: 11/25/24

Senate Action

MOTION: Adopt the changes to board policy that are outlined below.

VOTE: Approved unanimously by voice vote.

Response requested:

_____ Approval for placement in University Catalog, Undergraduate and Graduate

_____ Approval for placement in University Regulations

___X___ Recommendation to Board for placement in Board Policy Manual

_____ None (sent as information item)

_____ Other action requested/comments:



Faculty Senate Chair

11/26/2024

Date

* * * * *

Administrative review of Senate action (unnecessary for information items):

_____ Reviewed by **VPAA/Provost**. Check _____ if comments are attached.

_____ Reviewed by **General Counsel**. Check _____ if comments are attached.

Presidential action:

_____ Approve ___ Reject ___ Return to Senate for discussion/modification (comments attached)

President/Designated Administrative Officer

Date

Date of Board approval (if applicable): _____

PLEASE RETURN SIGNED ORIGINAL AND ATTACHMENT TO THE FACULTY SENATE OFFICE, CARTER HALL 2004, BOX 75.

Faculty.Senate@unco.edu

FACULTY SENATE POLICY PROPOSAL/MOTION

Subject: Academic Titles Proposal

Originator/Date: Senate Action 1257, 2/13/2024

Placement(s): Board policy 2-3-305

Reviewed by FWC 10/10/2024-11/20/2024

FWC sent to CC on 11/19/2024

Reviewed by CC on 11/20/2024 and returned to FWC on 11/20/2024

FWC sent to Faculty Senate on 11/28/2024

Motion: Adopt the changes to board policy that are outlined below.

Purpose/Rationale:

I. The new College of Osteopathic Medicine (COM) has unique needs for academic titles to accommodate faculty members who will be hired into either full-time or part-time positions and compensated monetarily. Two specific titles (Osteopathic Medicine Faculty and Clinical Affiliate Faculty) do not currently exist in Board Policy. These recommended policy changes remedy deficiencies as follows:

1. Creation of an Osteopathic Medicine Faculty title (subsection V) which may be used for CR/TT/T faculty members.
2. Creation of a Clinical Affiliate Faculty title (subsection VI) which may be used for faculty members who do not hold an academic rank.
3. The preexisting titles of Clinical Faculty and Research Faculty were modified from being exclusively used for CR faculty members to also being usable for T/TT faculty members in anticipation of a future need.
4. Various changes in language that clarify and/or update to current BP language preferences.

Current Language:

From Board Policy Manual

2-3-305 Academic Titles.

Although faculty ranks are limited to lecturer, senior lecturer, instructor, assistant professor, associate professor, or professor, the following academic titles may be used for some faculty members. Titles may include, but are not limited to, Visiting Faculty, Clinical Faculty, Research Faculty, Biomedical Medical Osteopathic Medicine Faculty, Clinical Affiliate Faculty, and Professional-in-Residence (e.g., Artist-in-Residence, Executive-in-Residence, Biomedical Faculty, Clinical Affiliate Faculty, etc.). The designations used for ranks specified in 2-3-301 Academic Faculty rRanks may not also be used for titles.

(I) Visiting Faculty. Visiting faculty may hold any faculty rank for which they meet the minimum requirements [See 2-3-302 Rank Requirements]. Visiting faculty positions are contract-renewable. Due to the limited duration of these positions, faculty in visiting positions are not eligible for promotion and are not considered continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures].

(II) Clinical Faculty. Clinical faculty may hold any faculty rank for which they meet the minimum requirements [See 2-3-302 Rank Requirements]. Clinical faculty positions ~~are may be tenure, tenure-track, or contract-renewable; this designation must be made at the time of offer.~~ Clinical faculty are eligible for consideration for tenure and promotion. The tenure and promotion criteria ~~for Clinical Faculty~~ shall be determined by the relevant program area faculty and shall ~~be based primarily on~~ include excellence in clinical applications performance [See 2-3-901 Promotion Guidelines]. Clinical faculty are considered continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures].

(III) Research Faculty. Research faculty may hold any faculty rank for which they meet the minimum requirements [See 2-3-302 Rank Requirements]. Research faculty positions may be tenure, tenure-track, or contract-renewable. Research faculty are eligible for consideration for tenure and promotion. The tenure and promotion criteria ~~for Research Faculty~~ shall be determined by the relevant program area faculty and shall ~~be based primarily on~~ include excellence in research performance [See 2-3-901 Promotion Guidelines]. Research faculty are considered continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures].

(IV) Professional-in-Residence. Professionals-in-Residence (e.g., Artist-in-Residence, Executive-in-Residence, etc.) may hold any faculty rank for which they meet the minimum requirements [See 2-3-302 Rank Requirements]. Professional-in-Residence positions are contract-renewable. Professionals-in-Residence are eligible for consideration for promotion. The promotion criteria ~~for Professionals-in-Residence~~ shall be determined by the relevant program area faculty and shall be based primarily on excellence in performance in the relevant area of expertise [See 2-3-901 Promotion Guidelines]. Professionals-in-Residence are considered continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures].

(V) Biomedical-Osteopathic Medicine Faculty. Biomedical-Osteopathic Medicine Faculty may hold any faculty rank for which they meet the minimum requirements [See 2-3-302 Rank Requirements]. Osteopathic Medicine Faculty positions may be tenure, tenure-track, or contract-renewable; this designation must be made at the time of offer. This title is intended for use in the proposed UNC College of Osteopathic Medicine (UNC COM), consistent with faculty titles used customarily in medical education. Biomedical-Osteopathic Medicine Faculty are eligible for consideration for tenure and promotion. The tenure and promotion ~~evaluation~~ criteria ~~for Biomedical-Osteopathic Medicine Faculty~~ shall be determined by the relevant program area faculty [See 2-3-901 Promotion Guidelines]. Biomedical-Osteopathic Medicine Faculty are considered continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures].

(VI) Clinical Affiliate Faculty. Clinical Affiliate Faculty are Affiliate Faculty [see 2-3-304(1)]. ~~University and non-University personnel who provide regular, recurring educational support to the UNC COM. This title is intended for use in the UNC COM, consistent with faculty titles used customarily in medical education.~~ Clinical Affiliate Faculty must be demonstrably qualified show evidence of with experience, skills, and/or other qualifications that enable them to provide the duties services required by UNC COM the University. ~~Educational support may include but is not limited to teaching and/or assessment within a course, supervision of osteopathic medical students from UNC during clinical rotations and other clinical~~

experiences, and development of curriculum. Clinical Affiliate Faculty function under the authority of the appropriate unit and the faculty therein. ~~Clinical Affiliate Faculty members do not hold academic ranks, are not eligible for promotion, and are not considered continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures].~~

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2-3-305 Academic Titles.

Although faculty ranks are limited to lecturer, senior lecturer, instructor, assistant professor, associate professor, or professor, the following academic titles may be used for some faculty members. Titles may include, but are not limited to, Visiting Faculty, Clinical Faculty, Research Faculty, Osteopathic Medicine Faculty, Clinical Affiliate Faculty, and Professional-in-Residence (e.g., Artist-in-Residence, Executive-in-Residence, etc.). Faculty ranks may not be used for titles.

(I) Visiting Faculty. Visiting faculty may hold any faculty rank for which they meet the minimum requirements [See 2-3-302 Rank Requirements]. Visiting faculty positions are contract-renewable. Due to the limited duration of these positions, faculty in visiting positions are not eligible for promotion and are not considered continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures].

(II) Clinical Faculty. Clinical faculty may hold any faculty rank for which they meet the minimum requirements [See 2-3-302 Rank Requirements]. Clinical faculty positions may be tenure, tenure-track, or contract-renewable; this designation must be made at the time of offer. Clinical faculty are eligible for consideration for tenure and promotion. The tenure and promotion criteria shall be determined by the relevant program area faculty and shall include excellence in clinical applications performance [See 2-3-901 Promotion Guidelines]. Clinical faculty are considered continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures].

(III) Research Faculty. Research faculty may hold any faculty rank for which they meet the minimum requirements [See 2-3-302 Rank Requirements]. Research faculty positions may be tenure, tenure-track, or contract-renewable. Research faculty are eligible for consideration for tenure and promotion. The tenure and promotion criteria shall be determined by the relevant program area faculty and shall include excellence in research performance [See 2-3-901 Promotion Guidelines]. Research faculty are considered continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures].

(IV) Professional-in-Residence. Professionals-in-Residence (e.g., Artist-in-Residence, Executive-in-Residence, etc.) may hold any faculty rank for which they meet the minimum requirements [See 2-3-302 Rank Requirements]. Professional-in-Residence positions are contract-renewable. Professionals-in-Residence are eligible for consideration for promotion. The promotion criteria shall be determined by the relevant program area faculty and shall be based primarily on excellence in performance in the relevant area of expertise [See 2-3-901 Promotion Guidelines]. Professionals-in-Residence are considered continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures].

(V) Osteopathic Medicine Faculty. Osteopathic Medicine Faculty may hold any faculty rank for which they meet the minimum requirements [See 2-3-302 Rank Requirements]. Osteopathic Medicine Faculty positions may be tenure, tenure-track, or contract-renewable; this designation must be made at the time of offer. Osteopathic Medicine Faculty are eligible for consideration for tenure and promotion. The tenure and promotion criteria shall be determined by the relevant program area faculty [See 2-3-901

Promotion Guidelines]. Osteopathic Medicine Faculty are considered continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures].

(VI) Clinical Affiliate Faculty. Clinical Affiliate Faculty are Affiliate Faculty [see 2-3-304(1)]. Clinical Affiliate Faculty must show evidence of experience, skills, and/or other qualifications that enable them to provide the services required by the University. Clinical Affiliate Faculty members do not hold academic ranks, are not eligible for promotion, and are not considered continuing faculty for the purposes of distribution of any salary increase monies available each fiscal year [See 3-3-701(1) Faculty Compensation Procedures].