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The University of Akron Faculty Senate Chronicle

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the university of akron
Chronicle

a report to the faculty of
the university of akron



July 19, 1988

THE FOLLOWING PAGES ARE TO BE SUBSTITUTED FOR
PAGES 11-15 IN THE UNIVERSITY OF AKRON CHRONICLE
NO. 9 DATED MAY 18, 1988

Blin B. Scatterday
Secretary, University Council

Drs. William Napier and Elaine Hairston of OBOR have presented position papers at hearings conducted thus far. The committee strongly supports these papers and strongly requests defeating this bill in committee or before the Ohio Senate if the bill is released from committee for a floor vote.

Education 2000 - (the State of the State message of the Governor) continues in its work. Chancellor Coulter said several things will come out of the meeting: (1) reform - relating to the schools of Ohio; (2) encouragement of parents to become teachers of their children; (3) some kind of program for alternative schools for pregnant mothers; (4) future structure of K-12 to post-secondary education; (5) a mandate that higher education take up the question of how to improve teachers.

Tuition increases will probably be capped by the legislature. Cincinnati University had a 12% increase in tuition, Owens Tech had a 13%. The Chancellor said these probably were the increases they should be since students are not paying as much as they should or not paying their fair share.

There was a good deal of questioning and rumbling among the committee about financial "things" going on at the various universities right now. The secretary of the faculty senate at Ohio State told Chancellor Coulter that all is not peace and happiness in the "land of tranquility and paradise" - Ohio - regarding university funding as well as internal allocation of funds. The secretary asked Coulter if he was behind it since so many of the presidents seem to be taking similar actions across the State of Ohio. Coulter said he was not.

Item 7 - Old Business - a. - Section 3359-20-037 of the Faculty Manual. A motion by Dr. Dale Jackson to remove this from the table, was seconded, voted on and passed.

Dr. Jackson explained that the latest amendment to (C) (10) (c) was previously circulated and, since there was no adverse feedback; he made the following motion which was seconded:

"I, therefore, move to adopt Section (C)
(10) (c). SEE NEW (C) (10) (c) AS
ATTACHMENT # 1.

There was some discussion surrounding the order of appeal but Dr. Jackson informed the body that this document had been in circulation for quite sometime specifically inviting comments. Consequently, he suggested going forward with the business at hand.

The motion to insert the new (10) (c) in place of the old (10) (c) was voted on and carried with one negative vote.

Attention was directed to Section (9) (b) and Dean Atwood made the following motion which was seconded:

"I move that that be changed to say
'At least all tenured members of the department

except those members elected to the College Appeals Committee'."

Much discussion ensued resulting in Dr. Merrix calling the question which was seconded. The Chair explained that an amendment to the amendment was offered and seconded but it was vague and, after more discussion, Provost Marini restated the substitute amendment for (9) (b) as follows:

"Tenure Committee - At least all tenured members of the department except those members elected to the College Appeals Committee unless the College has made provisions to insure that those serving on the Appeals Committee have not earlier voted on issues before them."

This was then voted on and defeated.

Marini explained that the motion before the body now was:

"Tenure Committee: At least all tenured members of the department except those members elected to the College Appeals Committee."

The amended (9) (b) was again voted upon and defeated unanimously.

Dr. Frank Griffin made the following motion which was seconded, voted on and carried:

"I move to replace 'will' with 'shall' in (c) (7)."

Dr. Elton Glaser made the following motion which was seconded, voted on and carried:

"I move that 'will' and 'may' in sections (7) and (8) be changed to 'shall'."

The entire document, as amended on various dates, was then voted upon and approved with one abstention. SEE SECTION 3359-20-037 AS ATTACHMENT # 2.

Item 7 - b. Proposal for Faculty Ombudsman - Dr. Marini, after vacating the Chair to Dr. McGucken, moved, which was seconded, to take this from the table. Marini then made the following motion, which was seconded:

"I move this as a substitute motion for the one we just took from the table."

Dr. McGucken called for discussion and Marini explained that he tried to preserve much of the language of the original proposal but he has provided a preamble stating the intent; has made the Ombudsman no longer elected, but appointed for a fixed term by the President; not reporting directly to the Board; expanded and changed some of the wording surrounding the duties and functions while trying to stay with the spirit. Marini said, in general, he's moved the Ombudsman from an administrative-type office that decides cases and the truth and then administers it; to one who attempts to facilitate the workings through offices that exist to deal with complaints and problems.

Dr. Marini explained that his proposal is in contention with the Faculty Well-Being Committee's proposal and Dr. McGUCKEN, for clarification, stated that presently under discussion was whether to substitute this proposal for the original.

Dr. Glaser then made the following motion which was seconded, voted upon and carried:

"I move to table both documents until next Fall."

Item (7) (c) - Proposal to amend 3359-20-03 - Dr. Jackson moved, which was seconded, voted upon and carried to remove the document from the table. Jackson then made the following motion, which was seconded:

"I move that we substitute the two paragraphs submitted by Dr. McGucken, on separate sheets, for the existing (3) (a) and (3) (b)." SEE TWO PARAGRAPHS AS ATTACHMENT # 3.

The Chair called for discussion and Dr. McGucken explained that, after sharing his proposals with some who participated in previous discussions, Dean Griffin offered amendments which he finds acceptable. Here are Griffin's changes:

(3) (a) Appointment. At the end of the first sentence, delete the words "to the dean". In the middle of the second sentence, delete the words and comma "to the dean,". Insert, at the end of the second sentence, the following third sentence - "The department head shall transmit the faculty recommendation and the department heads' recommendations to the dean." Dean Griffin wanted to maintain the line of communication from faculty through the department heads through the dean and that seems to be a reasonable consideration.

(3) (b) Reappointment and Non-reappointment. There are similar changes to be made on the second sheet. Again, at the end of the first sentence, eliminate the words "to the dean" and then at the end of the second sentence eliminate the words "its letter to the dean" and substitute "this recommendation". In the third sentence, again eliminate the words "to the dean," and at the end of the sentence, add "the department head shall transmit the faculty recommendation and the department heads recommendation to the dean". McGucken made the following motion:

"I move that the circulated proposals
as just amended be supported by Council."

After being seconded, discussion followed wherein the last four words of (3) (a) were changed to read "recommend a new candidate". This was defeated, however, by vote and the Provost advised that the body was back to the original typed language.

Dean Hunt proposed amending by this motion which was seconded and passed by a 23-4 margin:

"I propose adding wording to the
end of the last sentence of (3)(a) `....
faculty shall make a new recommendation
WHICH COULD BE THAT NO CANDIDATE
BE APPOINTED AT THIS TIME'."

Discussion took place on (3) (b), the second line, "by the tenured faculty" after which Assistant Provost Helmick made the following motion which was seconded, voted upon and carried:

"I move that we amend the first section
of (3) (b) to read: 'A recommendation
for reappointment or non-reappointment shall
be made in writing, with reasons stated, by
the departmental Reappointment Committee'."

Dr. Jackson motioned, which was seconded, to change the language in (3) (b), third and second sentence from the bottom, to read:

"If the discussion with the head and
faculty does not change the Dean's
mind, the dean shall notify the provost
IN WRITING of the tenured faculty's
recommendation stating why the dean
and, if it is the case, the head does
not support the recommendation. The dean
shall send copies OF THIS STATEMENT to the
head, faculty, and candidate."

Professor Glaser motioned, which was seconded, to call the question and the Chair then took a vote to terminate debate which was terminated by the vote of 21-8 in favor.

The Provost explained that the entire document, not only the two sections amended to this point, was to be voted upon. The document was approved with one abstention. SEE SECTION 3359-20-03 AS ATTACHMENT # 4.

Item 7. d. - Proposed amendments to University Council Bylaws - Assistant Provost Helmick moved, which was seconded, to take this document from the table. There was no discussion; it was voted on and carried unanimously.

Item 8. New Business a. Resolution from Faculty Well-Being regarding Instructional General Faculty - Dr. June Burton motioned, which was seconded:

"I move adoption of the resolution attached to today's agenda recommending University Council's representation for members of the instructional group of general faculty and contract professionals who number about one hundred and fifty-six."

Since this would constitute a change to the Bylaws, the Provost explained that it couldn't be voted on at this meeting but could be discussed. Also, since this is the last Council session of this academic year this business would have to be reintroduced in the Fall. However, Gary Traveny and Irv Brandel, members of general faculty, were granted permission to speak in favor of representation on University Council of the contract professionals and instructional group of general faculty.

A motion was made, seconded, and carried to adjourn the meeting, which it did at 5:15 p.m.

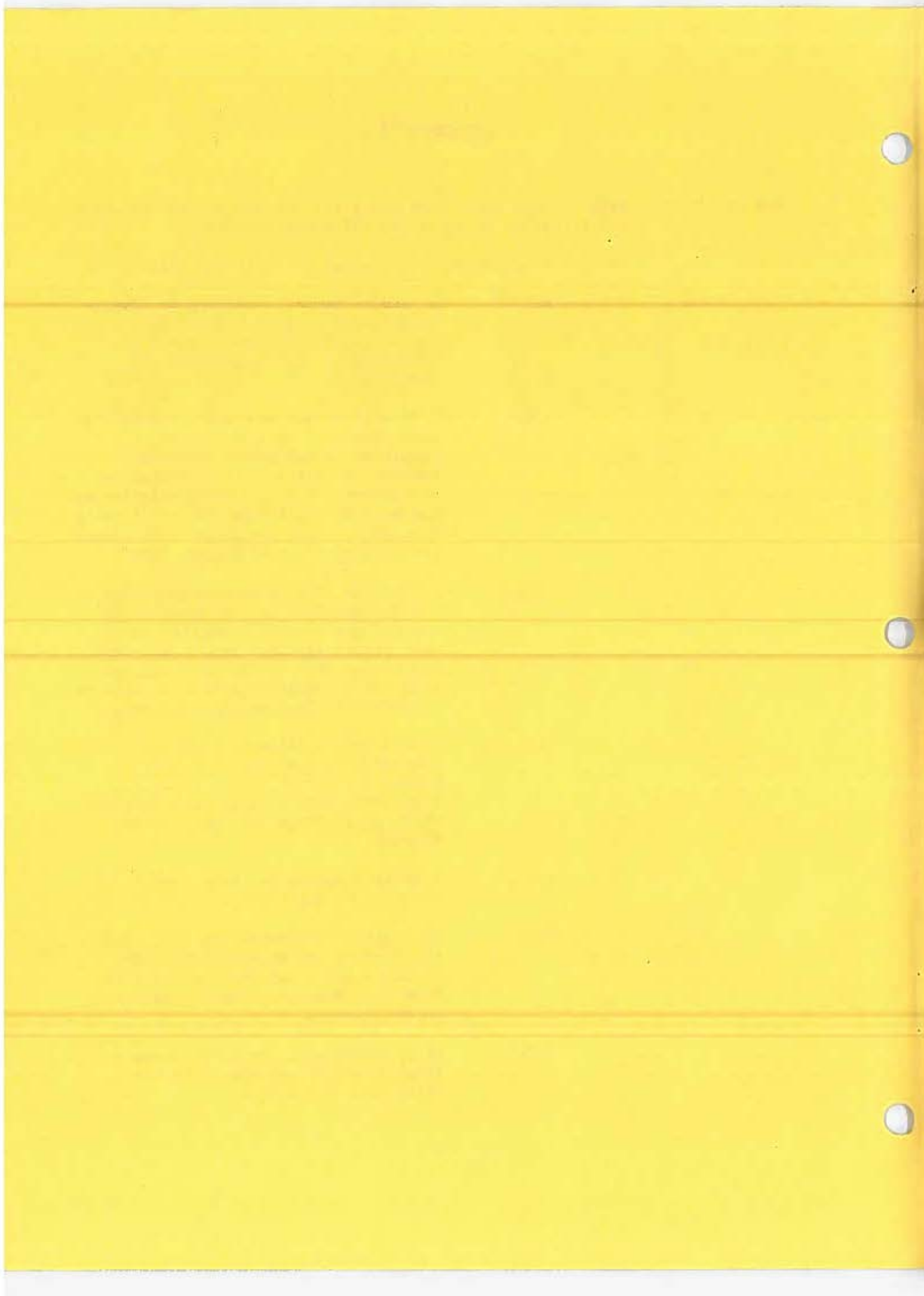
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ATTACHMENT # 1

New (C)(10)(c) Each college shall have appeals or review procedures which shall include at least the following provisions.

(c) An opportunity to appeal as indicated below:

- (i) A faculty member receiving an adverse recommendation from a department (or a committee thereof) may request a rehearing by that department or committee.
- (ii) A faculty member may appeal an adverse recommendation by a department committee or the department head (whether or not it is independent of, or supports, a prior recommendation by the department) to the College Appeals Committee. That Committee will report its findings to the College Dean.
- (iii) An adverse recommendation initiated by the College Dean may be appealed to the College Appeals Committee which will report its findings to the Dean. The review will be timed to comply with the schedule described in Section 3359-20-034, Terminating Employment.
- (iv) If the Dean continues to make an adverse recommendation, the faculty member may appeal to the Faculty Rights and Responsibilities Committee, which will report initially to the Provost.
- (v) A faculty member may then appeal directly to the Provost.
- (vi) An adverse recommendation initiated by the Provost may be appealed to the Faculty Rights and Responsibilities Committee which will report initially to the Provost.
- (vii) After exhausting the above steps a faculty member may appeal to the University President.



ATTACHMENT # 2

3359-20-037 Guidelines for Promotion, Tenure, Retention, and
Initial Appointment INITIAL APPOINTMENT,
REAPPOINTMENT, TENURE AND PROMOTION

(A) ~~PROCEDURES THE following statement was adopted by University
Council on April 28, 1973:~~

- (1) Each department, division, school, or college, where appropriate, shall have a set of CRITERIA AND procedures concerning promotion, tenure, retention, and initial appointments, REAPPOINTMENT, TENURE AND PROMOTION.
- (2) The procedures shall be prepared by each department and should be formally approved by that department, THE COLLEGE DEAN AND THE PROVOST.
- (3) SUBSEQUENT REVIEWS OF THE PROCEDURES MAY BE INITIATED BY THE DEPARTMENTAL FACULTY, THE COLLEGE DEAN, OR THE PROVOST.

(B) INITIAL APPOINTMENT

- (1) INITIAL APPOINTMENTS SHOULD INVOLVE THE ENTIRE FULL-TIME FACULTY OF THE DEPARTMENT AND SHOULD INCLUDE APPOINTMENT OF A SEARCH COMMITTEE, CIRCULATION OF VITAE, REVIEW OF ANY SCHOLARLY WORK, AN INTERVIEW WITH DEPARTMENTAL FACULTY, AND, WHERE APPROPRIATE, SEMINARS OR OTHER PROFESSIONAL PRESENTATIONS.
- (2) DETAILED CURRENT PROCEDURES AND REGULATIONS REGARDING SUCH MATTERS AS AFFIRMATIVE ACTION, ADVERTISING, AND INTERVIEWING SHOULD BE OBTAINED FROM THE PROVOST.
- (3) ALL NEWLY APPOINTED FACULTY SHALL RECEIVE A COPY OF THE CRITERIA AND PROCEDURES FOR THE DEPARTMENT, DIVISION AND COLLEGE WHERE APPROPRIATE.

(C) REAPPOINTMENT, TENURE AND PROMOTION.

~~(B)~~ Irrespective REGARDLESS of differences between departments (size, numbers in various ranks, professional guidelines), each document SET OF CRITERIA AND PROCEDURES should contain the following as minimum provisions:

- (1) A general introduction, including a statement of the responsibilities and goals of the department, or division, school, or college where appropriate.
- (2) AND separate procedures on promotion, tenure, retention, including appropriate committees for each.

EACH SET OF PROCEDURES MUST CONTAIN THE FOLLOWING MINIMUM PROVISIONS TO ENSURE THAT:

- (3) (1) Each candidate under consideration and the committee members ~~should~~ SHALL receive at least two weeks' WRITTEN notice of the meeting. The purpose of the meeting and CRITERIA OF JUDGEMENT other details should be explained in writing.
- (4) (2) The department head OR COMMITTEE CHAIR will SCHEDULE MEETINGS ~~call the initial meeting~~ of each appropriate committee ACCORDING TO THE UNIVERSITY CALENDAR ALLOWING TIME FOR POSSIBLE APPEALS AND TIMELY TRANSMITTAL TO THE DEAN. ~~at which time the committee will elect its own chair~~ If the department head does not otherwise qualify to be a member of a committee, the department head shall be a member ex officio so that information and explanation of THE DEPARTMENT HEAD'S views concerning the candidate may be provided. EACH COMMITTEE WILL ELECT ITS OWN CHAIR.
- (5) (3) The candidate SHALL ~~should be invited to~~ submit a vita and other professional data, INCLUDING INFORMATION ABOUT: TEACHING, INCLUDING COURSES TAUGHT AND EVIDENCE OF QUALITY TEACHING; RESEARCH, PUBLICATION AND CREATIVE ACTIVITIES; UNIVERSITY SERVICE; CONTINUING EDUCATION; PROFESSIONAL ACTIVITIES AND RECOGNITION; AND PUBLIC SERVICE RELEVANT TO THE CANDIDATE'S ACADEMIC EXPERTISE. THE CANDIDATE SHALL ~~and should~~ be invited to meet with the committee before a recommendation is made. This recommendation shall be reached by secret ballot.
- (6) (4) THE COMMITTEE SHALL PROMPTLY FURNISH THE CANDIDATE WITH A WRITTEN SUMMARY OF THE RELEVANT PROCEEDINGS, INCLUDING ANY CONCLUSIONS, ADMONITIONS, AND ADVICE. THE DEPARTMENT HEAD AND THE COMMITTEE CHAIR WILL SUBSEQUENTLY REVIEW THIS DOCUMENT WITH THE CANDIDATE. ~~The candidate should be notified, in writing, by the committee chair of the committee's recommendation as soon as possible after a decision is reached, with a copy of such recommendation to the department head, division chair, or school director, where appropriate.~~
- (8) (5) THE DEPARTMENT HEAD SHALL MAKE A SEPARATE RECOMMENDATION. IF THE DEPARTMENT HEAD'S RECOMMENDATION DIFFERS FROM THAT OF THE COMMITTEE, THE DEPARTMENT HEAD MUST DISCUSS THIS RECOMMENDATION WITH THE COMMITTEE AND THE FACULTY MEMBER. IN EITHER CASE, THE DEPARTMENT HEAD SHALL SEND A COPY OF ~~such~~ THE RECOMMENDATION TO THE FACULTY MEMBER CONCERNED. ~~Criteria for~~

promotion, tenure, and retention need clear definition.

- (7) (6) The department head, division chair, or school director, where appropriate, WILL SHALL transmit copies of the committee's recommendation AND THE DEPARTMENT HEAD'S RECOMMENDATION WITH SUPPORTING MATERIALS to the Dean. / whether or not the department head concurs. However, a separate recommendation may be made, but if it differs from that of the committee the head must discuss this with the committee, and a copy of such recommendation sent to the faculty members concerned.
- (9) (7) Composition of the committees for recommendations should be as follows: Recommendations on promotion shall be made by at least all tenured faculty members within the department, and who are at rank or higher than that for which the candidate is being considered. Any person on such a committee should have served at least one year at the University of Akron in the department. A tenure recommendation committee shall be composed as stated in the Faculty Manual. A retention recommendation committee shall be composed of at least all the tenured members of the departmental faculty who hold a rank equivalent to or higher than that of the candidate.
- (a) REAPPOINTMENT COMMITTEE: AT LEAST ALL THE TENURED MEMBERS OF THE DEPARTMENTAL FACULTY.
- (b) TENURE COMMITTEE: AT LEAST ALL TENURED MEMBERS OF THE DEPARTMENT.
- (c) PROMOTION COMMITTEE: AT LEAST ALL TENURED FACULTY MEMBERS WITHIN THE DEPARTMENT WHO ARE AT RANK OR HIGHER THAN THAT FOR WHICH THE CANDIDATE IS BEING CONSIDERED. ANY PERSON ON SUCH A COMMITTEE SHOULD HAVE SERVED AT LEAST ONE YEAR AT THE UNIVERSITY OF AKRON IN THE DEPARTMENT.
- (d) IF THERE ARE FEWER THAN THREE APPROPRIATE FACULTY MEMBERS IN THE DEPARTMENT TO FORM THE APPROPRIATE COMMITTEE, THEN RULES TO ADD COMMITTEE MEMBERS FROM OUTSIDE THE DEPARTMENT WILL BE FORMULATED BY THE COLLEGE FACULTY AND INCLUDED IN THE PROCEDURES OF THE COLLEGE OR SCHOOL.

An appeal or review procedure shall be established by each college.

(10) (8)

EACH COLLEGE SHALL HAVE APPEALS OR REVIEW PROCEDURES WHICH SHALL INCLUDE AT LEAST THE FOLLOWING PROVISIONS.

- (a) A COLLEGE APPEALS COMMITTEE AND a schedule allowing for timely transmittal of results of an appeal or review to the dean and appellant.
- (b) A STATEMENT OF THE GROUNDS OF APPEAL BY THE APPELLANT.
- (c) AN OPPORTUNITY TO APPEAL AS INDICATED BELOW:
 - (i) A FACULTY MEMBER RECEIVING AN ADVERSE RECOMMENDATION FROM A DEPARTMENT (OR A COMMITTEE THEREOF) MAY REQUEST A REHEARING BY THAT DEPARTMENT OR COMMITTEE.
 - (ii) A FACULTY MEMBER MAY APPEAL AN ADVERSE RECOMMENDATION BY A DEPARTMENT COMMITTEE OR THE DEPARTMENT HEAD (WHETHER OR NOT IT IS INDEPENDENT OF, OR SUPPORTS, A PRIOR RECOMMENDATION BY THE DEPARTMENT) TO THE COLLEGE APPEALS COMMITTEE. THAT COMMITTEE WILL REPORT ITS FINDINGS TO THE COLLEGE DEAN.
 - (iii) AN ADVERSE RECOMMENDATION INITIATED BY THE COLLEGE DEAN MAY BE APPEALED TO THE COLLEGE APPEALS COMMITTEE WHICH WILL REPORT ITS FINDINGS TO THE DEAN. THE REVIEW WILL BE TIMED TO COMPLY WITH THE SCHEDULE DESCRIBED IN SECTION 3359-20-034, TERMINATING EMPLOYMENT.
 - (iv) IF THE DEAN CONTINUES TO MAKE AN ADVERSE RECOMMENDATION, THE FACULTY MEMBER MAY APPEAL TO THE FACULTY RIGHTS AND RESPONSIBILITIES COMMITTEE, WHICH WILL REPORT INITIALLY TO THE PROVOST.
 - (v) A FACULTY MEMBER MAY THEN APPEAL DIRECTLY TO THE PROVOST.

(vi) AN ADVERSE RECOMMENDATION INITIATED BY THE PROVOST MAY BE APPEALED TO THE FACULTY RIGHTS AND RESPONSIBILITIES COMMITTEE WHICH WILL REPORT INITIALLY TO THE PROVOST.

(vii) AFTER EXHAUSTING THE ABOVE STEPS A FACULTY MEMBER MAY APPEAL TO THE UNIVERSITY PRESIDENT.

(d) WRITTEN RECORDS OF APPEALS OR REVIEW COMMITTEES.

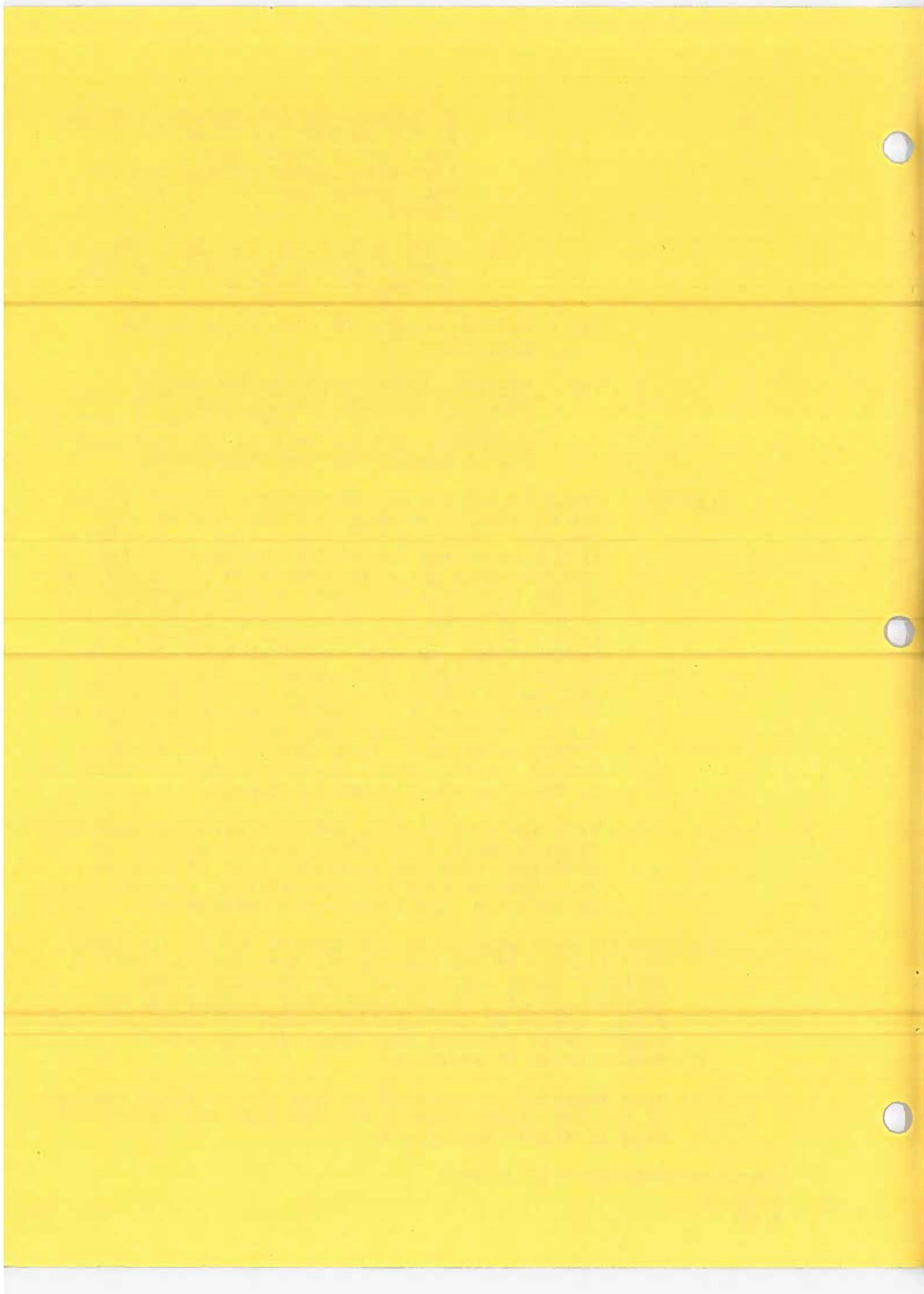
(e) WRITTEN REPORTS FROM THE DEPARTMENT COMMITTEE AND THE APPEALS COMMITTEE GIVEN TO THE APPELLANT AND THE DEAN AND A WRITTEN STATEMENT FROM THE DEAN TO THE APPELLANT OF THE GROUNDS OF THE DEAN'S DECISION.

(11) (9) THESE GUIDELINES ARE ESTABLISHED TO ENSURE FAIR AND SYSTEMATIC METHODS OF EVALUATING FACULTY MEMBERS. DETAILED PROCEDURES WILL BE ADOPTED BY EACH COLLEGE AND DEPARTMENT SUITABLE FOR ITS SPECIAL NEEDS BUT CONSISTENT WITH THE GUIDELINES. IN THE CASE OF A VIOLATION OF THE PROCEDURES, IT IS NOT INTENDED THAT APPOINTMENT, REAPPOINTMENT, PROMOTION OR TENURE BE AWARDED BY DEFAULT. NEVERTHELESS, IN SUCH CASES THE EVALUATING OR APPEALS COMMITTEE SHALL ATTEMPT TO RECTIFY MATTERS BY CONSIDERING HOW A VIOLATION OF THE GUIDELINES MAY HAVE AFFECTED THE OPPORTUNITY FOR A FAIR, IMPARTIAL HEARING, AND BY PROVIDING EFFECTIVE RELIEF. SUCH CASES AND RECOMMENDED RELIEF, IF ANY, SHALL BE BROUGHT TO THE ATTENTION OF THE DEAN AND PROVOST FOR COMMENT.

With the exception of tenure recommendations (see Faculty Manual), if there are not sufficient personnel with the necessary rank to form a committee to make recommendations, advice should be obtained from outside the department.

(12) Initial appointments should involve the entire full-time faculty of the department, division, school, or college, where appropriate, and should include appointment of a search committee, circulation of vitas, review of any scholarly work, an interview with departmental faculty, and, where appropriate, presentation of seminars.

(13) Some departments may wish to have two or three members of the department elected to work with the department head in salary adjustments.



ATTACHMENT # 3

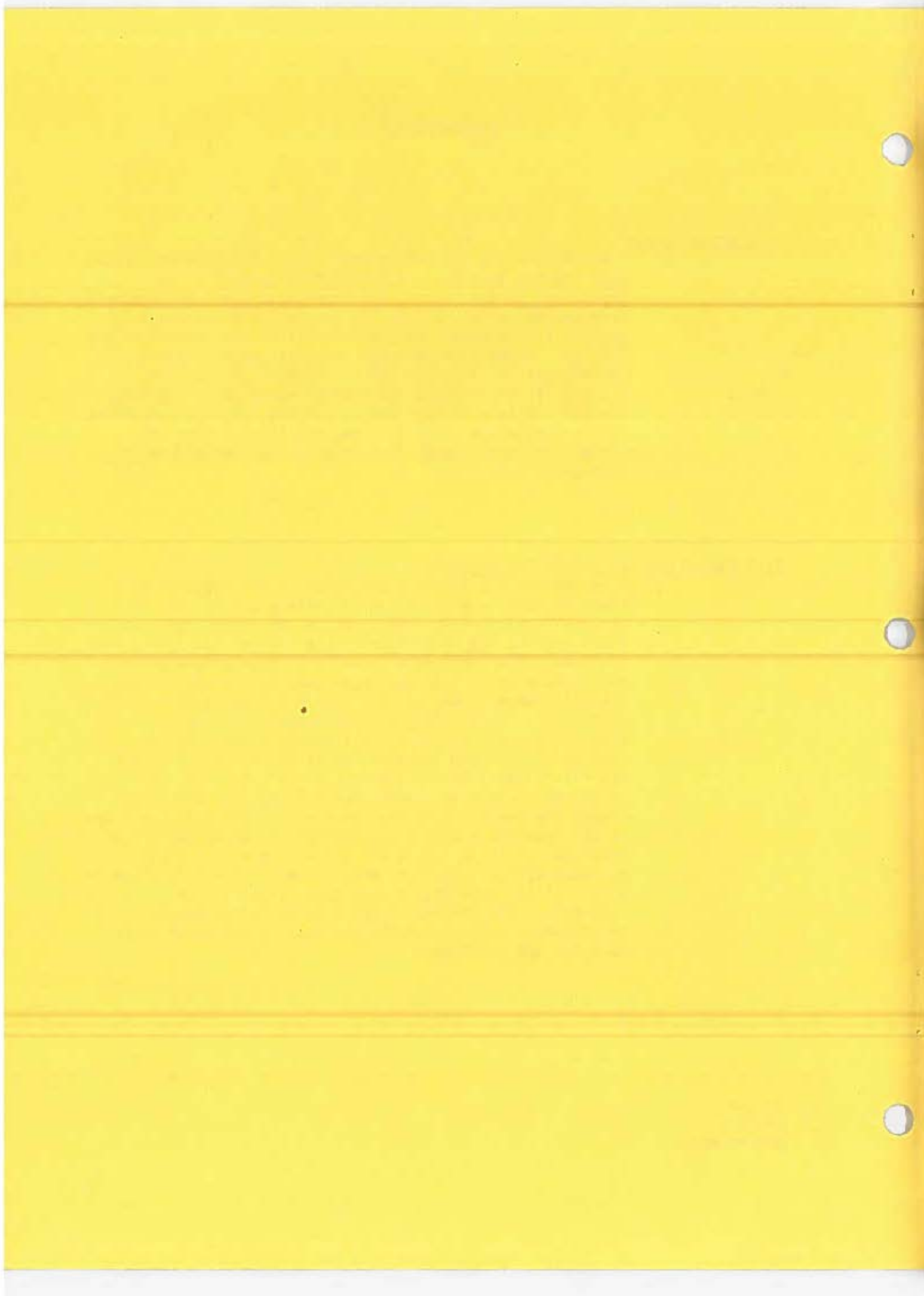
3(a) Appointment:

A recommendation for appointment shall be made in writing, with reasons stated, by the fulltime faculty of a department to the dean. The department head shall make an independent recommendation in writing, with reasons stated, to the dean, and send copies of the letter to the faculty. Should the dean not support the faculty's recommendation, the dean shall expeditiously call a meeting of the head and faculty at which the dean shall discuss the reasons for not supporting the recommendation. If the discussion with the head and faculty does not change the dean's mind, the faculty shall make a new recommendation.

3(b) Reappointment and Nonreappointment:

A recommendation for reappointment or nonreappointment shall be made in writing, with reasons stated, by the tenured faculty of a department to the dean. The faculty shall provide the candidate with a copy of its letter to the dean. The department head shall make an independent recommendation in writing, with reasons stated, to the dean, and send copies of the letter to the faculty and candidate. Should the dean not support the faculty's recommendation, the dean shall expeditiously call a meeting of the head and faculty at which the dean shall discuss the reasons for not supporting the recommendation. If the discussion with the head and faculty does not change the Dean's mind, the dean shall notify the provost of the tenured faculty's recommendation stating why the dean and, if it is the case, the head does not support the recommendation. The dean shall send copies of the dean's letter to the provost, to the head, faculty, and candidate. The Provost shall make an independent recommendation and so notify the dean, department head, faculty, and candidate.

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3359-20-03 The Faculty: General Personnel Policies

(A) FACULTY Appointments

(1) *The regular faculty ranks are: Instructor, Assistant Professor, Associate Professor and Professor. Adjunct and visiting faculty are recommended by the Dean of the college upon recommendation of the department.*

(1) FACULTY STATUS.

(a) REGULAR FACULTY.

(i) COMPRISED OF ALL PERSONS WITH TITLES OF DISTINGUISHED PROFESSOR, PROFESSOR, ASSOCIATE PROFESSOR, ASSISTANT PROFESSOR, AND INSTRUCTOR. MEMBERS HOLDING THESE RANKS, WITH THE EXCEPTION OF THE RANK OF INSTRUCTOR, ARE ELIGIBLE TO BE AWARDED INDEFINITE TENURE.

(2) (ii) The title of Distinguished Professor is given to an individual in recognition of outstanding PERFORMANCE IN ALL FIELDS OF HIS OR HER PROFESSIONAL ENDEAVOR AND WHO HAS RECEIVED NATIONAL OR INTERNATIONAL RECOGNITION FOR THOSE ACHIEVEMENTS. *teaching performance and for the enhancement and promotion of a particular academic discipline. Persons may be nominated for a Distinguished Professorship in the same way that recommendations for promotion are made from the departments to the Deans, the Provost and the President.*

(iii) MEMBERS OF THE REGULAR FACULTY GENERALLY HAVE A FULL RANGE OF RESPONSIBILITIES TO ACADEMIC UNITS INCLUDING TEACHING; RESEARCH AND OTHER CREATIVE PROFESSIONAL WORK; SERVICE TO DEPARTMENT, COLLEGE, AND UNIVERSITY; AND PUBLIC SERVICE RELATED TO THEIR ACADEMIC EXPERTISE.

(b) EMERITUS FACULTY.

(i) COMPRISED OF ALL PERSONS WITH THE TITLE OF EMERITUS CONFERRED BY THE BOARD OF TRUSTEES. FACULTY ARE ELIGIBLE FOR EMERITUS STATUS UPON RETIREMENT. RECOMMENDATIONS FOR EMERITUS STATUS SHALL BE MADE BY THE MEMBERS OF THE DEPARTMENT OF PRINCIPAL APPOINTMENT WHO HOLD THE RANK OF INSTRUCTOR OR ABOVE, TO THE DEAN OF THE COLLEGE, THE PROVOST, AND THE PRESIDENT.

(c) THE AUXILIARY FACULTY.

(i)(a) COMPRISED OF ALL FACULTY PERSONS NOT ON THE REGULAR FACULTY, INCLUDING BUT NOT LIMITED TO THOSE WITH VISITING APPOINTMENTS, RESEARCH APPOINTMENTS, PART-TIME APPOINTMENTS, AND ADJUNCT APPOINTMENTS. A PART-TIME OR ADJUNCT FACULTY APPOINTMENT DOES NOT LEAD TO NOR COUNT TOWARD PROMOTION OR TENURE. WITH THE AGREEMENT OF THE FACULTY MEMBER, TENURED DEPARTMENTAL FACULTY, DEPARTMENT HEAD, DEAN AND PROVOST, A MAXIMUM OF ONE YEAR OF A VISITING OR RESEARCH APPOINTMENT AT PROFESSORIAL RANK (ASSISTANT PROFESSOR, ASSOCIATE PROFESSOR OR PROFESSOR) MAY COUNT TOWARD PROMOTION AND TENURE PROVIDED THERE IS NO BREAK IN FULL-TIME SERVICE.

(b) PARTICIPATION AND VOTING IN DEPARTMENTAL AFFAIRS BY AUXILIARY FACULTY IS NOT PERMITTED UNLESS SPECIAL APPROVAL IS GIVEN BY THE DEPARTMENTAL FACULTY, DEPARTMENT HEADS, AND DEAN.

(ii) VISITING FACULTY.

(a.) SHALL BE LIMITED TO ONE OF THE FOLLOWING TYPES:

(i) A PERSON ON LEAVE FROM ANOTHER INSTITUTION, AN EMINENT SCHOLAR OR AN EXPERT AVAILABLE FOR A LIMITED PERIOD WHOSE PRIMARY OBJECTIVE IS TO PURSUE TEACHING, RESEARCH OR TO OCCUPY A ROTATING CHAIR DURING THE APPOINTMENT.

(ii) A FACULTY MEMBER WHO IS APPOINTED TO FILL A TEMPORARY VACANCY CAUSED BY A REGULAR FACULTY MEMBER'S LEAVE OR OTHER TEMPORARY ABSENCE OF A REGULAR FACULTY MEMBER.

(b.) WITH THE EXCEPTION OF ENDOWED CHAIRHOLDERS APPOINTED FOR SPECIFIC TERMS, VISITING FACULTY STATUS SHALL NOT BE USED AS A SUBSTITUTE FOR TENURE TRACK APPOINTMENTS. A VISITING FACULTY MEMBER MAY BE APPOINTED TO FILL A TEMPORARY VACANCY WHEN THE DEPARTMENT FACULTY, DEPARTMENT HEAD AND DEAN AGREE THAT NO SUITABLE CANDIDATE IS AVAILABLE AT THAT TIME.

(3)

(iii) PART-TIME FACULTY.

The designation of Lecturer is normally used for part-time faculty members. Part-time faculty are appointed by the Board, for a particular session, upon recommendation of the head of the department and approval of the Dean of the college.

(iv) ADJUNCT FACULTY.

ADJUNCT APPOINTMENTS ARE NORMALLY ACCORDED TO HIGHLY SKILLED PROFESSIONALS WHO ARE EMPLOYED IN THE COMMUNITY OR ELSEWHERE AND WHO ARE APPOINTED TO ACADEMIC RESPONSIBILITIES ON A PART-TIME BASIS TO ENRICH THE UNIVERSITY'S OFFERINGS OR COMPETENCIES.

(2) (4)

All faculty members are appointed by the Board for an initial period of one year. The period of "one year" means that a faculty member has a nine-months' appointment (unless otherwise noted) and that the faculty member is expected to be on duty during the fall and spring semesters and continuing through spring Commencement exercises.

(3) (5)

Subject to the exceptions set forth below, appointments, reappointments, and nonreappointments are recommended by the department head after following the guidelines established by the department, division, or college involved for approval, in order, of the appropriate Dean, the Senior Vice President and Provost or the President, and the Board. Where no officially organized academic department exists, the Dean or division chair, whichever is appropriate, shall apply the above procedures.

(a)

If a department head cannot secure the approval of a majority of the voting members of the department for a proposed recommendation, the department head shall so notify the Dean. If the Dean concurs with the department head the Dean shall discuss reasons

for this action and then shall notify the Senior Vice President and Provost or the President. If, after investigation, the Senior Vice President and Provost or the President concurs, that officer shall approve the recommendation and so notify the Dean.

- (a) APPOINTMENT. A RECOMMENDATION FOR APPOINTMENT SHALL BE MADE IN WRITING, WITH REASONS STATED, BY THE FULLTIME FACULTY OF A DEPARTMENT. THE DEPARTMENT HEAD SHALL MAKE AN INDEPENDENT RECOMMENDATION IN WRITING, WITH REASONS STATED, AND SEND COPIES OF THE LETTER TO THE FACULTY. THE DEPARTMENT HEAD SHALL TRANSMIT THE FACULTY RECOMMENDATIONS AND THE DEPARTMENT HEAD'S RECOMMENDATION TO THE DEAN. SHOULD THE DEAN NOT SUPPORT THE FACULTY'S RECOMMENDATION, THE DEAN SHALL EXPEDITIOUSLY CALL A MEETING OF THE HEAD AND FACULTY AT WHICH THE DEAN SHALL DISCUSS THE REASONS FOR NOT SUPPORTING THE RECOMMENDATION. IF THE DISCUSSION WITH THE HEAD AND FACULTY DOES NOT CHANGE THE DEAN'S MIND, THE FACULTY SHALL MAKE A NEW RECOMMENDATION WHICH COULD BE THAT NO CANDIDATE BE APPOINTED AT THIS TIME. X

- (b) The Dean may make a recommendation independent of the normal process outlined above. In such cases the Dean shall inform the President that the department is being overruled, and shall specify reasons for this action to the department members, the Senior Vice President and Provost, and the President.

- (b) REAPPOINTMENT AND NONREAPPOINTMENT. A RECOMMENDATION FOR REAPPOINTMENT OR NONREAPPOINTMENT SHALL BE MADE IN WRITING, WITH REASONS STATED, BY THE DEPARTMENTAL REAPPOINTMENT COMMITTEE. THE FACULTY SHALL PROVIDE THE CANDIDATE WITH A COPY OF THIS RECOMMENDATION. THE DEPARTMENT HEAD SHALL MAKE AN INDEPENDENT RECOMMENDATION IN WRITING, WITH REASONS STATED, AND SECOND COPIES OF THE LETTER TO THE FACULTY AND CANDIDATE. THE DEPARTMENT HEAD SHALL TRANSMIT THE FACULTY RECOMMENDATION AND DEPARTMENT HEAD'S RECOMMENDATION TO THE DEAN. SHOULD THE DEAN NOT SUPPORT THE FACULTY'S RECOMMENDATION, THE DEAN SHALL EXPEDITIOUSLY CALL A MEETING OF THE HEAD AND FACULTY AT WHICH THE DEAN SHALL DISCUSS THE REASONS FOR NOT SUPPORTING THE RECOMMENDATION. IF THE DISCUSSION WITH THE HEAD AND FACULTY DOES NOT CHANGE THE DEAN'S MIND, THE DEAN SHALL NOTIFY THE PROVOST, IN WRITING, OF THE REAPPOINTMENT COMMITTEE'S RECOMMENDATION

STATING WHY THE DEAN AND, IF IT IS THE CASE, THE HEAD DOES NOT SUPPORT THE RECOMMENDATION. THE DEAN SHALL SEND COPIES OF THIS STATEMENT TO THE HEAD, FACULTY, AND CANDIDATE. THE PROVOST SHALL MAKE AN INDEPENDENT RECOMMENDATION AND SO NOTIFY THE DEAN, DEPARTMENT HEAD, FACULTY, AND CANDIDATE.

- (c) Upon appointment every faculty member receives from the Secretary of the Board a certificate or letter of appointment as regular or part-time faculty, stating the rank or designation appropriate to the faculty member's status, annual salary or periodic salary if part-time, and length of appointment.

- (4)(6) A Department Head (AND DIVISION CHAIRS IN THE COMMUNITY AND TECHNICAL COLLEGE AND DIRECTORS OF SCHOOLS IN THE COLLEGE OF FINE AND APPLIED ARTS) is selected by the appropriate Dean according to procedures outlined in rule 3359-20-02 (B)(5) of the Faculty Manual.

The Dean recommends the candidate for approval by the President and the Board. If the Dean or President considers appointment of someone not on the University faculty, that candidate, at the Dean's invitation, usually visits the University and is interviewed by members of the department concerned and heads of related departments so that the candidate's acceptability may be determined.

- (5)(7) A dDivision eChair (EXCEPT IN THE COMMUNITY AND TECHNICAL COLLEGE) is selected by the appropriate Dean, who, after consulting with the ~~Heads of the~~ departments HEADS in the division, recommends the candidate for approval by the President and the Board.

- (6)(8) An Associate or Assistant Dean is selected by the appropriate Dean, who, after consulting with department heads and faculty within the college, recommends the candidate for approval by the President and the Board.

- (7)(9) A Dean is selected by the President according to procedures outlined in rule 3359-20-02 (B)(4) of the Faculty Manual. The President recommends the candidate for approval by the Board. If the President considers appointing someone not on the University faculty, candidates are invited to the University and interviewed.

- (8)(10) The Senior Vice President and Provost is selected by the President according to procedures outlined in rule 3359-20-02 (B)(3) of the Faculty Manual and recommended for approval by the Board.
- (9)(11) An Assistant to a Vice President is selected by the appropriate Vice President who then recommends the candidate for approval by the President and the Board.
- (10)(12) The President of the University is chosen by the Board according to the procedures outlined in rule 3359-20-02 (B)(1) of the Faculty Manual. It is considered desirable that the new President be approved by a majority of the University Council. If the Board considers appointing someone not on the University faculty, candidates are invited to the University and interviewed.
- (11)(13) Assistants to the President are selected by the President who recommends candidates for approval by the Board.
- (12)(14) Academic Administrators with Faculty Status:
- (a) University of Akron faculty members who assume administrative positions within the University shall retain an academic appointment in a department, division, or college in which they have been granted indefinite tenure.
 - (b) Persons who are recruited by the University to serve exclusively or primarily in the academic administrative positions listed in Rule 3359-20-02 may also be granted an appointment at appropriate academic rank in the department, or, where appropriate, division, school, or college of their discipline. They may also apply for indefinite tenure in that faculty position.
 - (c) The search committee for the administrative position shall present the full vita of each finalist to the tenure committee of the department that the search committee deems suitable and give the department committee an opportunity to interview the candidate. A professorial appointment in that department shall not be made without the concurrence of the departmental tenure committee and (with the exception of the appointment of a Dean of the same college) the Dean of the college.

- (d) If an administrative academic appointment is made, the administrator may apply to the departmental tenure committee for indefinite tenure. The procedures to be followed shall be those adopted by that department or, where appropriate, division, school, or college, for its faculty members, but the following criteria shall be taken into consideration:
 - (i) Because the administrator has been performing other duties since leaving a full-time teaching/research assignment, the record of accomplishment in the discipline shall be judged in comparison with faculty members with similar years of academic experience at the time when THE administrator ceased to be a full-time instructor.
 - (ii) Because an administrator may not be current with recent developments in the academic discipline, the committee shall consider if the candidate could function as a typical member of that department within one year after relinquishing the administrative appointment.

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