

Proposition 14-08/09 Edited**Sponsors: Brown (A & S), Andersen (ACES)****Proposed Committee Assignment: Faculty Affairs****Assigned Committee: University Affairs 3/19 and 4/16****Approvals: ADAC (January 26, 2009) and ADC (February 10, 2009)****Title: College and Research Faculty****Proposal:**

Replace the existing text in Policy Manual Section 5.15.40 (Appointments Nontenure-track) with the attached text, in order to create a category of nontenure-track research faculty (traditionally funded by external grants), and to provide a definition of college faculty matching current practice. Portions of the Policy Manual in this section immediately following the description of extension associates remain unchanged. Quoted portions of the manual regarding affiliated faculty, visiting faculty, and extension associates are likewise unchanged and are included to provide context.

Rationale:

NMSU currently employs many researchers on a soft money basis. They include post-doctoral researchers, senior researchers on leave from government agencies or in various stages of retirement with these agencies, and other researchers working on a short-term or long-term basis for NMSU. All of them are funded by external grants, and they have no agreement for continuing employment; rather they are working for NMSU for a term of time that is dependent on the term of funding that supports them. At many institutions, such researchers are known as “research faculty”. This designation provides recognition of the good work they do, and provides opportunities for advancement at their institutions. In addition, identification of a researcher as a research professor is perceived as being advantageous in competing for grants and contracts.

Last Fall, an *ad hoc* committee was formed to consider the creation of a research faculty designation at NMSU. This committee had broad membership, including faculty, department heads, the Provost's office, and representation from the Physical Science Laboratory.

Early in the process of examining NMSU's policies for nontenure-track faculty, it was discovered that while college faculty are mentioned, this category of faculty is nowhere actually defined. Consequently, the committee's charter was broadened to provide such a definition, and a college faculty member was added to the committee to provide the needed perspective in this area.

Once an initial draft of the policy had been created, it was circulated to the Associate Deans Advisory Council, the Academic Deans Council, the Administrative Council, NMSU General Counsel, the interim President, and the interim Provost for comment. Their inputs were carefully considered in the

development of the attached proposed policy.

Language for Change to NMSU Policy Manual Concerning College and Research Faculty Designations

5.15.40 Appointments Nontenure-Track

Nontenure-track faculty will be employed to teach, do research, or perform other work assignments. They may be employed full-time or part-time, with regular or temporary status. All appointments and renewals are subject to need and availability of funding. The initial employment base period of a nontenure-track faculty member may be renewed depending on funding availability, needs of the employing unit, and the results of performance evaluations. Providing proper notice of nonrenewal is given, the university does not have any legal obligation to provide funding for any nontenure-track faculty member beyond the current appointment semester or academic year. However, employing units are strongly encouraged to attempt to maintain a stable job environment for this type of appointment.

Persons in nontenure-track faculty positions may only be hired into tenure-track positions following a national search. In the event that they are hired into tenure-track positions, their service in nontenure-track positions shall not normally count toward tenure.

College Faculty: The titles of college instructor, college assistant professor, college associate professor, and college professor are used for nontenure-track faculty hired primarily to teach courses for the university, although they may at times serve in an administrative or supervisory capacity or be assigned to research. They must have master's degrees or equivalent experience in the field but do not always have terminal degrees.

College Faculty appointments are renewable annually for an unlimited time. Although employing units are not obligated to renew or to give a reason for nonrenewal of a college faculty contract, hiring departments are encouraged to promote an environment of stability by renewing contracts of college faculty when warranted by the need of the department and the performance of the faculty member. College faculty members shall be evaluated annually. Non-Temporary college faculty are eligible for salary increases and promotion to the next rank according to policies, procedures, and criteria set by the university and their colleges and departments.

College faculty are listed in the university catalogs under their assigned departments and are eligible for privileges accorded other faculty, such as ID cards, library privileges and faculty parking. They are eligible to apply for membership in the graduate faculty and, if accepted, supervise theses and dissertations while a member of the graduate faculty. College faculty are eligible to serve as principal investigators on grants and proposals. As provided for in the Faculty Senate

Constitution, college faculty can serve on the Faculty Senate.

Research Faculty: The titles of research assistant professor, research associate professor, and research professor are used for persons who are hired to engage in research activities and have qualifications similar to those held by tenure-track faculty of comparable ranks.

A clear statement of justification as to why it is in the university's best interest to grant research faculty status will be noted on the hiring forms by the department head and forwarded through the academic dean to the executive vice president and provost for each research faculty appointment. Salaries are normally contingent on external funding, though a department or college may fund the salary of a research faculty member from internal funds for a short time while external funds are being sought. Research faculty members are evaluated annually and are eligible for salary increases and promotion to the next rank according to policies, procedures, and criteria set by the university and their colleges and departments. Research appointments are renewable annually for an unlimited time provided funding is available and annual evaluations demonstrate acceptable job performance.

Research faculty are listed in the university catalogs under their assigned departments and are eligible for privileges accorded other faculty, such as ID cards, library privileges and faculty parking. They are eligible to apply for membership in the graduate faculty and, if accepted, supervise theses and dissertations or serve as the Dean's Representative while a member of the graduate faculty. Research faculty may serve as principal investigators on grant proposals. At the discretion of their department head or equivalent administrator, they may retain their research faculty status without pay while funding is being sought.

Affiliated Faculty: When it is in the best interests of the university, individuals who are financially independent of the university may be associated with and provide support or services to one or more university programs without receiving monetary compensation (e.g., no salary, per-course or hourly pay provided). A clear statement of justification as to why it is in the university's best interest to grant affiliated faculty status will be noted on the hiring forms by the department head and forwarded through the academic dean to the executive vice president and provost for each affiliated faculty appointment. The term (not to exceed 12 months), rank, and other conditions and expectations of these honorary appointments will be determined for each individual appointee. The criteria upon which the determinations are based vary depending upon the background of the appointee, the nature of the discipline represented, and the needs of the university. In general, persons appointed should have qualifications commensurate with the corresponding rank of tenure-track faculty appointees. The E- Hire Form/Personnel Action Form must show an appointment end date no later than 12 months from date of hire. Affiliated faculty appointments may be renewed annually. Affiliated faculty may be listed in the university catalogs under appropriate departments and affiliated faculty receive the

faculty I.D. card and library privileges in recognition of their contribution to the university.

Visiting Faculty: The executive vice president and provost may allocate visiting positions to departments within the university based upon existing conditions. The visiting appointment will not exceed 2 years. The duration, rank, and other conditions and expectations of these appointments will be determined for each appointee.

Extension Associate: An individual hired into a Cooperative Extension Service position in regular or temporary status, full-time or part-time, funded principally (50 percent or more) by grants or other nonpermanent funds may be designated an extension associate. An individual hired with less than the master's degree may also be designated as extension associate. That individual may also be given the courtesy title of college instructor, college assistant professor, college associate professor, or college professor. An extension associate cannot obtain tenure. When an extension associate either receives a master's degree and/or recurring state funds become available, an extension associate may be considered for appointment to tenure-track status following normal appointment rules. Extension associates may be notified of nonrenewal with proper notice: those in the first year of service will have 3 months' notice prior to their anniversary date; those in the second or more years of service will have 6 months' notice prior to their anniversary date.

Existing Text in Policy Manual

5.15.40 Appointments Nontenure-Track

Nontenure-track faculty will be employed primarily to teach or do research, although other work assignments are allowable. They may be employed full-time or part-time, with regular or temporary status. All appointments and renewals are subject to need and availability of funding. The initial employment base period of a nontenure-track faculty member may be renewed depending on funding availability, needs of the employing unit, and the results of performance evaluations. Providing proper notice of nonrenewal is given, the university does not have any legal obligation to provide funding for any nontenure-track faculty member beyond the current appointment semester or academic year. However, employing units are strongly encouraged to attempt to maintain a stable job environment for this type of appointment.

Job Titles and Ranks: Each nontenure-track faculty member shall hold one of the following job titles and corresponding faculty ranks:

<u>Nontenure-track Faculty Job Titles</u>	<u>Corresponding Faculty Ranks</u>
Affiliated/Visiting/College Professor	Professor
Affiliated/Visiting/College Associate	ProfessorAssociate Professor
Affiliated/Visiting/College Assistant	ProfessorAssistant Professor
Affiliated/Visiting/College	Instructor Instructor

Affiliated Faculty: When it is in the best interests of the university, individuals who are financially independent of the university may be associated with and provide support or services to one or more university programs without receiving monetary compensation (e.g., no salary, per-course or hourly pay provided). A clear statement of justification as to why it is in the university's best interest to grant affiliated faculty status will be noted on the hiring forms by the department head and forwarded through the academic dean to the executive vice president and provost for each affiliated faculty appointment. The term (not to exceed 12 months), rank, and other conditions and expectations of these honorary appointments will be determined for each individual appointee. The criteria upon which the determinations are based vary depending upon the background of the appointee, the nature of the discipline represented, and the needs of the university. In general, persons appointed should have qualifications commensurate with the corresponding rank of tenure-track faculty appointees. The E- Hire Form/Personnel Action Form must show an appointment end date no later than 12 months from date of hire. Affiliated faculty appointments may be renewed annually. Affiliated faculty may be listed in the university catalogs under appropriate departments and affiliated faculty receive the faculty I.D. card and library privileges in recognition of their contribution to the university.

Visiting Faculty: The executive vice president and provost may allocate visiting positions to departments within the university based upon existing conditions. The visiting appointment will not exceed 2 years. The duration, rank, and other conditions and expectations of these appointments will be determined for each appointee.

Extension Associate: An individual hired into a Cooperative Extension Service position in regular or temporary status, full-time or part-time, funded principally (50 percent or more) by grants or other nonpermanent funds may be designated an extension associate. An individual hired with less than the master's degree may also be designated as extension associate. That individual may also be given the courtesy title of college instructor, college assistant professor, college associate professor, or college professor. An extension associate cannot obtain tenure. When an extension associate either receives a master's degree and/or recurring state funds become available, an extension associate may be considered for appointment to tenure-track status following normal appointment rules. Extension associates may be notified of nonrenewal with proper notice: those in the first year of service will have 3 months' notice prior to their anniversary date; those in the second or more years of service will have 6 months' notice prior to their anniversary date.