

May 2, 2007

To: Darrell Mullins, President of Faculty Senate
From: Elizabeth Emmert, Chair of Faculty Welfare Committee
Re: Adoption of additional faculty ranks

The Faculty Welfare Committee has been charged with investigating the adoption of several new faculty ranks. The new ranks would be non tenure track and allow SU to hire individuals who have special skills and expertise in a given discipline, but lack the traditional terminal academic degree. These ranks exist in the USM system ART document, but are not currently in the SU Faculty Handbook. We are basing our decision on feedback gathered from department chairs and our committee discussions.

We endorse the adoption of the ranks of Assistant Instructor, Affiliate Assistant Professor, Affiliate Associate Professor, Affiliate Professor, Clinical Assistant Professor, Clinical Associate Professor, Clinical Professor, Professor of the Practice, and (Institution) Professor.

We suggest the following guidelines for these new ranks:

Since traditional searches are lengthy and costly, individuals can be hired into one of these ranks after a scaled back search process that meets EEO guidelines. Expectations for teaching and advising, professional development, and service would be negotiated on a case by case basis. The ability of the individual to engage in practice outside of SU beyond the currently allowed one day a week would be negotiated on a case by case basis. In the areas of faculty governance and faculty evaluation, the same guidelines as used for FTNTT faculty would apply.