To: University Faculty  
From: University Faculty Council  
Date: February 22, 2006  
Re: Recommendations for changes to the *Guide to Faculty Governance* and *Faculty Handbook* concerning Faculty Status

A sub-committee of University Faculty Council was charged with clarifying the language from the *Guide to Faculty Governance* and the *Faculty Handbook* regarding faculty status. Specifically, the subcommittee looked into how faculty status is granted, who holds it, and the history of faculty status. The three recommendations below were approved by University Faculty Council.

University librarians hold faculty status by action of the Board of Trustees in 1975. They additionally hold faculty status within Arts & Sciences by action of the Arts & Sciences faculty in 1977. Over time, certain others involved in academic programs have been granted faculty status, but it has never been entirely clear how such decisions were made or who had primary responsibility for them.

The following recommendations speak specifically to the language in the *Guide to Faculty Governance*; one paragraph is also repeated in the *Faculty Handbook*.

Nothing in this recommendation should be construed as affecting any position that currently carries faculty status. Such positions are listed at the end of this recommendation.

**Recommendation One:**

Change the current language of paragraph 2, section 2 of the *Guide to Faculty Governance* as follows:

**Current Language:**

2. Membership

The University faculty consists of the President, the Provost, the Deans, and all with faculty rank as Professor, Associate Professor, Assistant Professor, or Instructor including professional librarians and directors, who hold faculty status but not faculty rank. Membership in school faculties is analogously defined as faculty with rank who have a primary appointment in a school or an academic department of a school. Administrators (other than the President, Provost, and the Deans) who have entered their positions from the tenured faculty and hold limited period administrative appointments retain full membership in the faculty.

**Recommended Change:**

2. Membership

The University faculty consists of the President, the Provost, the Deans of the schools, those with full-time faculty appointments, and others who have been granted faculty status. Membership in school faculties is analogously defined as full-time faculty who have a primary appointment in a school or an academic department of a school. Administrators (other than the President, Provost, and the Deans) who have entered their positions from the tenured faculty and hold limited period administrative appointments retain full membership in the faculty.
Rationale:
The phrase "the deans" was unclear, as there are both academic and non-academic deans. Deans of the schools hold tenure and thus are clearly members of the faculty; other deans, such as the dean of international education and the deans of Richmond and Westhampton College, hold faculty status and are covered by the later phrase (discussed in full below). The reference to faculty with rank was deleted, as the term "full-time faculty appointment" should clearly define all such. (Faculty without rank may be excluded from the voting rolls but are still members of the faculty.)

Recommendation Two:

Change paragraph 6, section 2 of the *Guide to Faculty Governance* as follows:

Current language:

6. Faculty Status

Professional librarians and certain other administrators directly involved in academic programs hold faculty status. Faculty status gives them both voice and vote in University faculty meetings, schools of the University, and similar forums, eligibility to serve on faculty committees, to serve as student advisors, and to participate in P.E.T.E. programs; and it encourages them to play an active role in intellectual activities of the University. Faculty status does not carry with it eligibility for tenure and sabbatical, nor does it carry with it faculty rank (Professor, Associate Professor, Assistant Professor, or Instructor) since faculty rank is in a specific academic department, or eligibility for other benefits normally assigned to full-time teaching faculty.

[Note: this paragraph is also included in the *Faculty Handbook*, Section I: Roles and Responsibilities of Faculty Members. Recommended changes should be reflected in both the *Guide to Faculty Governance* and the *Faculty Handbook.*]

Suggested change:

6. Faculty Status

**Professional librarians hold faculty status. Certain other positions directly involved in academic programs may hold faculty status by action of the faculty following the recommendation of the Committee on Faculty Status.** Faculty status gives them both voice and vote in University faculty meetings, schools of the University, and similar forums, and eligibility to serve on faculty committees, to serve as student advisors, and to participate in P.E.T.E. programs; and it acknowledges that they encourage them to play an active role in intellectual activities of the University. **By action of its faculty any school may include professional librarians as part of its faculty.** Faculty status does not carry with it eligibility for tenure and sabbatical, nor does it carry with it faculty rank (Professor, Associate Professor, Assistant Professor, or Instructor) since faculty rank is in a specific academic department, or eligibility for other benefits normally assigned to full-time teaching faculty.

Rationale:

This was the most difficult issue: defining those administrators with faculty status, and determining how such status is granted. Our recommendation is in two parts: first, librarians' status is confirmed. We should also note again that professional librarians have been granted faculty status within A&S; the final
bolded sentence reflects that. Otherwise, faculty status is a university matter; schools of the university may want to clarify faculty status within schools as well.

Second, we acknowledge that there are certain staff appointments that, by nature of the position, should be included among the university faculty. We recommend the creation of a committee to review new positions and conduct periodic reviews of continuing positions in order to grant faculty status to positions that are directly involved in academic programs. A list of those positions that currently hold faculty status is attached.

Recommendation Three:

We recommend the creation of a new standing university committee on faculty status. This committee will be comprised of five faculty members, one from each school, who shall consider on recommendation of the provost new and/or revised positions for faculty status. The committee shall also conduct reviews, when requested, of continuing positions to ensure that faculty status is attached only to positions that are directly involved in academic programs. The committee shall put forward recommendations for endorsement by the full faculty. The committee shall take into account the involvement of the position with the university's academic mission, the history of the position, and any other information it deems relevant in making its recommendations. The granting of faculty status should not be construed as a judgment on the individual in the position; rather, it reflects the faculty's sense of the position itself and its importance to the academic mission of the university.

List of Staff Positions with Faculty Status:

Dean of International Education
Westhampton College Dean
Richmond College Dean
A&S Assistant Dean
SCS Associate Dean
SCS Assistant Dean for Planning
WILL Director
Associate Director, Center for Civic Engagement
Chancellor
CAPS Director
CAPS Staff Psychologist
Director of MSI (Math Science Investigators) Richmond