

May 6, 2020

Proposal of the Faculty Welfare Committee to Allow Emeriti status for Non-TT faculty

According to the current Handbook of Operating Procedures, the emeriti status is only awarded to tenure-track faculty (a similar status for faculty retiring at the level of Assistant Professor is currently called Meritorious Service Award).

The committee believes that long-serving non-TT faculty such as faculty of practice, research faculty, etc., also deserve a similar recognition for their service to the University. Our proposal is to change the corresponding wording in the HoOP to allow emeriti status for all the faculty. For clarity, we also propose to rename Meritorious Service Award as emeriti status.

Our PROPOSAL is as follows: replace the current wording of the first paragraph of Section 4.1.2.3.1:

“4.1.2.3.1 The title Professor Emeritus or Emerita recognizes meritorious service by a faculty member retiring at the rank of Professor or Associate Professor.”

with the following formulation:

“4.1.2.3.1. The Emeritus/Emerita status recognizes meritorious service by a retiring faculty member: e.g., a recognized faculty member retiring at the rank of Professor becomes Professor Emeritus or Emerita, a recognized faculty member retiring at the rank of Assistant Professor of Instruction becomes Assistant Professor of Instruction Emeritus or Emerita, etc.”

We also PROPOSE to delete Section 4.1.2.3.3 dealing with retiring Assistant Professors, since they are covered by the new formulation of Section 4.1.2.3.1.

APPENDIX

For your information, the whole HoOP section on emeriti status and the HoOP section about faculty titles are reproduced below

“4.1.2.3.1 The title Professor Emeritus or Emerita recognizes meritorious service by a faculty member retiring at the rank of Professor or Associate Professor.

Exceptional and meritorious service may be demonstrated by contributions to instruction, to a discipline, to the University or community, or to student life in such a way as to bring honor to the University.

The privileges of this honorary rank shall include: a) technology services, such as e-mail and UTEP Wi-Fi, b) discounted inner campus parking, c) discounted software purchases, d) library access, e) access to the University's Employee Assistance Program for legal, travel, and other services, f) discounted dinner theatre and athletics tickets, and g) other services normally available to active members of the faculty.

4.1.2.3.2 Nominations for Emeritus/a status shall be initiated in the faculty member's department. The nomination must be accompanied by documentation of exceptional and meritorious service, including at least two letters of support from faculty or others outside the candidate's department. The documents shall be reviewed and recommendations made, in turn, by departmental colleagues, the Department Chair, the Dean of the College, and the Provost. If it is determined that the criteria are met, the recommendations shall be forwarded to the Chair of the Emeritus Committee. The Emeritus

Committee shall comprise distinguished faculty at the rank of Professor to be appointed by the President of the Faculty Senate. The Emeritus Committee shall make recommendations to the Provost, who shall then present his/her recommendations to the President for appropriate action.

4.1.2.3.3 Faculty members who are retiring at the rank of Assistant Professor but who otherwise meet the criteria of exceptional and meritorious service to the University are eligible for the President's Meritorious Service Award. Nomination shall follow the procedures in 4.1.3.2 above, and the award shall carry all the benefits pertaining to Emeritus/a status except the title itself."

"4.1.2.1 Tenured and Tenure-Track Faculty Titles - The only academic titles that may be used for tenured and tenure-track faculty are Professor, Associate Professor, and Assistant Professor.

4.1.2.2 Other Faculty Titles - The following titles may be awarded to faculty who are not on the tenure track.

4.1.2.2.1 Faculty of Instruction - Professor of Instruction, Associate Professor of Instruction, and Assistant Professor of Instruction are titles used to designate full-time, non-tenure-track faculty primarily engaged in instruction who hold terminal degrees relevant to the disciplines in which they teach. Appointment to these titles may be with or without pay.

4.1.2.2.2 Lecturers - Distinguished Senior Lecturer, Senior Lecturer, and Lecturer are titles used to designate full-time, non-tenure-track faculty primarily engaged in instruction who do not hold terminal degrees relevant to the disciplines in which they teach.

4.1.2.2.3 Clinical Faculty - Clinical Professor, Clinical Associate Professor, Clinical Assistant Professor, and Clinical Instructor are titles used to designate full-time or part-time non-tenure-track faculty members involved in a professional clinical experience program related to patient care and/or clinical administration. Clinical Instructors are those who do not hold terminal degrees; Clinical Assistant Professors, Clinical Associate Professors, and Clinical Professors hold terminal degrees. These appointments may be with or without pay.

4.1.2.2.4 Research Faculty - Professor of Research, Associate Professor of Research, and Assistant Professor of Research are titles used to designate full-time or part-time non-tenure-track faculty members who hold terminal degrees and whose professional activities involve a primary commitment to research.

4.1.2.2.5 Faculty of Practice - Professor of Practice, Associate Professor of Practice, and Assistant Professor of Practice are titles used to designate full-time or part-time non-tenure-track faculty members who are qualified for their academic appointments by virtue of their professional experience, rather than traditional academic degrees or credentials. These appointments may be with or without pay.

4.1.2.2.6 Adjunct Faculty - Adjunct Faculty is a title used to designate qualified persons from business, industry, government, private practice, or another institution of higher education, and who may teach a course or participate in the teaching of a course. Such appointments shall be for a semester or part of term and shall terminate at the end of the semester or part of term without notification of nonrenewal. Compensation for paid adjunct appointments is conducted on a course-by-course basis (non-salaried). If

the University determines that it is to the benefit of the University, it may offer reappointment to an adjunct faculty member in accordance with Texas Education Code, Section 51.943.

4.1.2.2.7 Visiting Faculty - Visiting Professor, Visiting Associate Professor, and Visiting Assistant Professor are temporary titles used to designate individuals either visiting from other institutions where they hold similar ranks or who are brought to the institution on a trial basis. Visiting Assistant Professor may be used to designate an individual who is hired to fill an Assistant Professor position and who has not yet completed a terminal degree. All visiting faculty appointments are not to exceed one year, and may be renewed for an additional term not to exceed one additional year. These appointments shall terminate upon expiration of the stated period of appointment without notification of nonrenewal.

4.1.2.2.8 Specialists - Specialist is a title used to designate a professional individual who will serve as a practitioner in a specific area of instruction, training, or supervision. In accordance with institutional policy, the title may carry appropriate descriptive prefixes to indicate the specific areas of proficiency, such as Practice Teaching Specialist, Physical Activity Specialist, or Pharmacy Practice Specialist.”