**Career-Line Faculty at the University of Utah**

A primer of some basic terminology, guiding principles, and historical background, for Senate purposes.

(prepared for the Senate Executive Committee by Bob Flores, Academic Senate Policy Liaison,

 Aug. 2018)

**Terminology:** The term “Career-Line” was officially adopted at the University July 1, 2013, by revising University Regulations to simultaneously change the nomenclature for the various categories of faculty members, and to begin integrating Career-line faculty members into shared governance roles at the University-wide level. [Policy 6-300](https://regulations.utah.edu/academics/6-300.php) changed the official nomenclature, by entirely eliminating the formerly used terms “regular faculty” and “auxiliary faculty” and instead establishing the following categories, subcategories, and official nomenclature.

1. “Tenure-Line” faculty. Includes subcategories of “Tenured,” and “Tenure-Track” (who are pre-tenure/ on the track towards tenure after successful passage through a defined probationary period). Ordinary Tenure-line faculty are full-time, although in rare instances by special arrangement may be part-time. Essentially these are permanent positions—subject to continuing satisfactory performance.
2. “Career-Line” faculty. Includes subcategories of “Clinical,” “Lecturer,” and “Research.” The specific responsibilities contributing to the University’s missions of teaching, research, service and practice vary among those subcategories (as further explained in Policies 6-300 & 6-310, Supplemental Rules of the colleges and departments, and individual employment contracts). However, the following characteristics are common to all three. Ordinarily must be full-time (at least .75 FTE).
	1. A Career-line faculty member is initially appointed to a *faculty appointment* durational term of 1 to 5 years, and then may be considered for reappointment for additional periods of similar duration. Each Career-Line faculty member will also have an *employment contract* of a durational term either less than or equal to the duration of their faculty appointment. (As one example, might be appointed as a faculty member for a 5 year term, but only contractually employed with specific responsibilities and commensurate compensation for one year at a time, as negotiated within the appointing academic unit. Another example, be appointed to a 5 year term, and contractually employed for that same 5 year term, and then presumptively will be both reappointed and employment renewed for additional 5 year terms, successively, conditioned on continued availability of funds and continuing needs of department as well as satisfactory performance. Appointing units are now strongly encouraged to offer such longer term renewable arrangements when feasible, and to provide promotions in rank for high achieving Career-Line faculty members, because the resulting stability, predictability, and recognition ensure academic freedom and foster excellence. [Policy 6-310](https://regulations.utah.edu/academics/6-310.php).
3. “Adjunct” faculty. By definition these are part-time appointments. Durational term of the faculty appointment may be from 1 to 5 years, may be reappointed, and there will be an employment contract of a specified duration (most commonly just one year or semester).
	1. One subcategory consists of members who have a primary faculty appointment in one unit of the University—typically a full-time Tenure-Line appointment, and an additional appointment to a part-time Adjunct position in another unit for a limited purpose.
	2. The other subcategory is of persons whose primary careers are outside the University—and who are appointed to part-time Adjunct positions and contractually employed for limited responsibilities, such as teaching one or two courses. Some Adjunct appointments are one-time, short-term not renewed, and others may go on for many years, with a long series of both reappointments, and successive employment contracts.
4. “Visiting” Faculty. By definition these are short-term—typically one year, and by Policy cannot be more than three years. Some are full-time, others part-time. These positions are frequently used as a ‘try out’ which if mutually satisfactory will lead to a long-term position, typically a Tenure-Line permanent position. In other cases, the short visit is an opportunity for a well-established faculty member from another university to have a professionally refreshing experience at the University of Utah while sharing new perspectives with our students and collaborating researchers, and then return to their home institution.
5. Non-faculty academic personnel. These are positions which do not include an appointment as a member of the faculty of the University—but which have some responsibilities overlapping with some of the typical functions of faculty members. Included are “Associate Instructor” and “Teaching Fellow” with teaching responsibilities, “Research Associate” and “Postdoctoral Fellow” assisting faculty in research, and Medical Housestaff (Interns, Residents, Clinical Fellows) in training and performing limited clinical activities under faculty supervision with the School of Medicine.

**Perhaps the most important point about these redefined categories and nomenclature, is that a very clear distinction is drawn between the Adjunct and Visiting categories for individuals whose relationship with the University is of a part-time short-term character, and the Career-Line subcategories of Clinical, Lecturer, and Research positions, which are increasingly being recognized as longer-term full-time roles.** This has implications for both how the Career-Line members are treated in the appointment and reappointment processes, and how they are integrated into the University’s systems of shared-governance. Elsewhere in the USA, the term “contingent” faculty is often used to refer to positions equivalent to both our U of U Career-Line categories and Adjunct categories. Our 2013 changes explicitly eliminated the former term “auxiliary” faculty in part because it inappropriately lumped together our Clinical, Lecturer, and Research faculty in the same general category as Adjunct and Visiting. We have explicitly eliminated the former term “auxiliary” because it tends to miss distinctions we consider highly important.

**Roles in Shared Governance:**  At the University of Utah it is a fundamental principle that academic governance is a shared responsibility of the faculty and the administration. Prior to 2013 the responsibilities for faculty in the systems of shared governance were almost exclusively borne by the Tenure-Line Faculty, with some very limited involvement of the Clinical, Lecturer, and Research Faculty (i.e., the Career-Line categories). Along with changing the nomenclature, the 2013 changes of University Regulations set the University on a path to greater involvement of the Career-Line faculty in shared governance roles. At the University-wide level, the Academic Senate and its standing Senate committees have the most significant responsibilities of faculty involvement in shared-governance, and the 2013 changes brought Career-Line faculty into elected positions as members of the Senate (elected by and representing college-based constituencies of the Career-Line faculty) and as members of the standing Senate Committees (elected by the Senate as a whole). These changes were formalized through revisions of [Policy 6-300](https://regulations.utah.edu/academics/6-300.php) (which defines the faculty categories and sets forth basic principles about appropriate roles for the various categories), and [Policy 6-002](https://regulations.utah.edu/academics/6-002.php) (which governs the membership and operations of the Academic Senate and its standing committees). Subsequent to 2013, as another phase of a long-term project, the governance structures of academic colleges and departments are being gradually reexamined and updated to integrate Career-Line faculty members into appropriate roles in shared-governance, such as representation on College Councils, membership on departmental and college committees, and particularly participation in the processes of appointing/reviewing/ reappointing other Career-Line faculty members. The directions for this current phase of greater integration were formalized in [Policy 6-310](https://regulations.utah.edu/academics/6-310.php) (which governs development of college-level supplemental rules regarding Career-Line faculty) and [Policy 6-003](https://regulations.utah.edu/academics/6-003.php) and accompanying directives of the Senate Executive Committee (governing the structure of College Councils—the “charters” of which are subject to the approval of the Executive Committee).

 The 2013 Regulations revisions reemphasized certain long-standing fundamental principles regarding appropriate roles of faculty in shared governance. The principles include that representation of faculty in shared governance is appropriately restricted to those for whom a faculty position at the University is their primary professional activity--- not a part-time or short-term engagement, and therefore the Adjunct and Visiting faculty by Policy are precluded from having ‘voting’ rights in any context in the University. Rather, those responsibilities belong with the Tenure-Line and Career-Line faculty. And, as a specific treatment regarding the appropriate balance to be drawn, with Career-Line faculty increasingly joining the Tenure-Line faculty in shared-governance roles, Policy 6-300 provides:

“While faculty members in the Career-line category shall have appropriate roles in shared governance as further described in this Policy Section III-D, it is a fundamental principle of the University's commitment to shared governance that Tenure-line faculty members shall have the primary roles in shared governance activities, including setting of academic policies within departments and colleges through majority voting roles on college councils (Policy 6-003) and department and college academic committees, and University-wide through majority voting roles on the Academic Senate and Senate committees (Policy 6-002), the Graduate and Undergraduate Councils (Policy 6-001), and other appropriate University academic committees.”

--end—