

Proposal to Change Method of Appointment to Graduate Faculty

Timeline

October 20, 2005: Approved by the Graduate Council (GC)

January 30, 2006: Sent by GC to Senate Council (SC)

February 2, 2006: Sent to Academic Organization and Structure Committee

March 2, 2006: Positive recommendation received from AO&S Committee

March 27, 2007: Proposal Reviewed by SC; SC voted to send proposal back to AO&S

(Due to summer months, proposal held and submitted to cmte in fall 07.)

September 26, 2006: Proposal sent back to AO&S Cmte with suggested changes from 3/27/06 SC mtg

October 27, 2006: Proposal received from AO&S Committee with positive recommendation

October 27, 2006: Proposal sent to GC for approval of edits

August 13, 2007: Proposal received from GC

September 17, 2007: Proposal reviewed by SC

Appointment to Full Graduate Faculty membership is made by the Dean of the Graduate School after consultation with the Graduate Council when appropriate (see below). After review by the Dean of the Graduate School, appropriate cases will be placed on the Consent Agenda of the Graduate Council for approval. Atypical cases may either be turned down by the Dean or brought to the Graduate Council for full discussion. [this text moved here from original place below]

Appointment to Full Graduate Faculty membership is made ~~is~~ in one of four ways:

1. Full membership is automatically granted at the time a University of Kentucky faculty member receives tenure, for a faculty member whose primary graduate program is in the tenure-granting department, and who holds a terminal degree in the field or a related field. If the graduate faculty of this program has voted to enforce further stipulations beyond these requirements for Full membership, those stipulations must be reported to both the Dean of the Graduate School and the Graduate Council.

2. Full membership into a particular graduate program may be granted to tenured faculty members (with terminal degrees) in other graduate programs in the University and to those tenured faculty members in educational units which do not grant graduate degrees. Upon the majority vote of the Full members of graduate faculty in the program, the proposal of Full membership is forwarded to the Dean of the Graduate School.

3. Adjunct Title Series faculty in an educational unit may hold graduate faculty appointments in that unit's or a different unit's graduate program. When an Adjunct title faculty member (in their of primary appointment) moves to tenure-track title series and becomes tenured, or moves to an Associate Professor rank in a nontenable title series, they will automatically be promoted to Full membership in each graduate faculty of which they have membership, unless the particular program faculty has voted to enforce further stipulations that prevent the automatic promotion. These stipulations are to be reported to the Dean of the Graduate School.

4. In unique instances, an advanced assistant professor may be nominated by his or her chairperson for Full membership in the Graduate Faculty. To be considered for this status by Graduate Council , a nominee must meet the following ~~recently-adopted~~ criteria:

An associate member of Graduate Faculty who is an assistant professor may be put forward for Full membership by the individual's department

- chairperson or Director of Graduate Studies (as appropriate) after a minimum of 2 years of employment at UK, upon the recommendation of a majority of members of the graduate faculty of the concerned graduate program.

The individual must show the appropriate level of scholarly research and

- productivity and important contributions to the department's graduate

program, including graduate teaching.

~~After review by the Dean of the Graduate School, appropriate cases will be placed on the Consent Agenda of the Graduate Council for approval. Atypical cases may either be turned down by the Dean or brought to the Graduate Council for full discussion.~~

C. Change in Membership Status

Once Full Graduate Faculty status is attained, membership is continuous unless either (i) specific provision otherwise was made at the time of original appointment or (ii) subsequently a change in status is recommended by the majority vote of members of a graduate program faculty to the Dean of the Graduate School, who will present the recommendation to the Graduate Council.

D. Responsibilities of Members of the Graduate Faculty

1. The Dean of the Graduate School is responsible for monitoring the progress of Associate Members of the Graduate Faculty. Associate members are authorized to teach graduate courses, direct master's theses, and serve on and co-chair doctoral committees.[this text moved here from above]

2. Full members of the Graduate Faculty are particularly responsible for:

Guidance of graduate student research and study to its completion. The

- finished work should meet or exceed accepted standards for publication, dissemination or performance within the particular discipline.

- Participation in the formulation of graduate curricula and policy.

3. Administrative officers assigning teaching and other duties to members of the Graduate Faculty who are taking an active part in the graduate program (i.e., are heavily engaged in directing theses and dissertations, carrying on productive research, Director of Graduate Studies, etc.) should make appropriate reduction in the other duties required of such faculty members.

E. Auxiliary Graduate Faculty Status

On recommendation of the Director of Graduate Studies and with the approval of the Dean of the Graduate School, persons who normally do not hold academic appointment in the University, but who have demonstrated an interest in collaborative participation in its graduate programs, may be appointed as Auxiliary Graduate Faculty Members. They should hold the terminal academic degree in the field and possess a record of research or creative experience that would warrant their inclusion on advisory committees to assist graduate students in conducting research. Auxiliary Graduate Faculty may serve only as nonvoting members of the advisory committee.

6. Change to Method of Appointment to Graduate Faculty

Blackwell introduced the proposal by explaining that she had undertaken an informal survey of UK's benchmarks and found that there was wide variation in the way that graduate faculty members were appointed or granted that status. She said there was a move toward acknowledging that people who have achieved tenure have also demonstrated success by way of accomplishments in research, teaching and service. Blackwell stated that those faculty in the tenure bearing faculty title series were contributing to the training and mentoring of graduate students, which in turn was expanding the research definition. She recognized that the proposal to spread tenure bearing faculty title series outside the regular title series was pushing the current boundaries of the formation of graduate faculty, but said it was an interesting question to approach. Blackwell added that she has been asked to appoint some faculty to graduate faculty that fall into an exception category, and that it was happening with more regularity. She said a change would also decrease paperwork; currently, when (usually) an associate professor is at the three-year mark, the appointment runs out and reappointment requires another round of paperwork with signatures, memos, supporting documentation, etc. She wanted to change to an appointment of six years. Blackwell said that would allow more flexibility at the associate professor level and would eliminate a substantial amount of paperwork. She said the reappointment of an associate professor could add unnecessary delays to a student's doctoral committee work processes.

An open and friendly discussion followed. Blackwell and all Senate Council members present discussed:

- The merits of the proposed automatic promotion from associate membership in the graduate faculty to full membership upon the granting of tenure and possible concerns about a program's graduate faculty not agreeing to that automated process;
- Blackwell's concerns about her difficulty in composing a doctoral committee in increasingly common "unusual" circumstances and a need for formal codification of the process;
- An emergency appointment to the graduate faculty for a period of one year and how "emergency" could be defined;
- Differences between adjunct faculty, who are UK employees, and auxiliary faculty, who are from outside UK and how that bears on serving as co- or sole chair for a student's doctoral committee;
- The appropriateness of full-time status non-research tenured faculty being treated the same as faculty in the regular title series with respect to automatically being granted full membership status in the graduate faculty and in serving on doctoral committees;
- Faculty members in multiple programs who are at the associate level in one program but full professor in another program and methods by which a non-productive program faculty member could be removed;

- The perceived inappropriateness of an associate member of the graduate faculty voting to remove a full member from the graduate faculty; and
- A variety of editorial suggestions.

Throughout the discussion, Blackwell stated her intent was primarily to open up a discussion on various graduate faculty appointment issues and reiterated her flexibility regarding specific wording and solutions to problems pointed out by Senate Council members.

The Chair summed up by stating that it was clear there was no consensus in the Senate Council on many of the issues discussed. He noted the proposal had come from the SAOSC with a positive recommendation and had to be acted upon in some way. Jones asked Blackwell if the Graduate Council (GC) needed to look over the proposal again; she said big changes should be reviewed by the GC before going forward in the Senate apparatus. She thought the issue of automatic membership should be decided by the Senate Council before the proposal returned to the GC.

Tagavi **moved** that the Senate Council offer a strong opinion that the automatic membership to full graduate faculty status upon the granting of tenure be limited to the regular title series, and that special title series considerations under like circumstances be done on a case-by-case basis. There was no immediate second. Lesnaw said she did not care for the codicil at the end. Tagavi reworded the **motion** so that the Senate Council offered a strong opinion that automatic membership to full graduate faculty status be limited to the regular title series. Lesnaw **seconded**. Jones offered a **friendly amendment** to include, "within the limitations of the *Governing Regulations*." Both Tagavi and Lesnaw **accepted**. The motion **passed** unanimously.

After brief discussion about where the proposal should go for further work, Jones **moved** to recommit the proposal to the Senate's Academic Organization and Structure Committee. Lesnaw **seconded**. The motion **carried** unanimously.

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TO: Senate Council

FROM: Jeannine Blackwell, Dean
The Graduate School

DATE: January 26, 2006

RE: Proposed Change in Method of Appointment to Graduate Faculty

On October 20, 2005 Graduate Council approved a proposal to change the method by which the Dean of the Graduate School appoints Graduate Faculty. In the following, you will find the current method as it is described on pages 9-10 of the UK Graduate Bulletin of Spring 2006. The official Bulletin is now on line, and the text is located here:

<http://www.research.uky.edu/gs/bulletin/current/TheGraduateSchool.shtml>

Following that is the proposed new wording for Graduate Faculty appointments. The changes involve:

- The appointment of tenured and tenure-track faculty members from nearby universities as Associate Members for 3-year renewable terms, if they hold the terminal degree and are research-active.
- The appointment to Full Graduate Faculty status on the award of tenure, if the member is already an Associate member of Graduate faculty in the primary program of the tenuring department and has the terminal degree.
- A secondary appointment to a Full status in another program, when a faculty member becomes tenured, if the faculty member has been appointed at the Associate level in that program and if the program does not have stipulations that state otherwise.
- Jointly appointed faculty members and adjunct faculty members move to Full Graduate Faculty status in the primary graduate program associated with the joint/adjunct department when granted tenure in the primary department or promoted to Associate Professor, unless the program in question has stipulations regulating this action.

The rationale behind these changes is:

- to streamline process and to reduce paperwork
- to encourage collaboration with nearby universities
- to acknowledge that the award of tenure here and at our benchmarks is a measure of ability to serve as graduate faculty
- to facilitate interdisciplinary work for graduate faculty and students

Thank you for considering this proposal.

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The Graduate Faculty

The Graduate Faculty consists of the Dean of the Graduate School , Associate Deans of the Graduate School , and Full and Associate Graduate Faculty Members. As the chief University agency for the promotion of the ideals of graduate study, it determines the policies of the Graduate School and makes recommendations to the University Senate and to the President, or to other administrative officials as appropriate. All rules affecting graduate work and the inauguration of new graduate programs must be approved by the Graduate Faculty. Any proposed change in the rules of the Graduate Faculty must be included in the agenda of its meeting and circulated to the Graduate Faculty at least 10 days prior to the meeting at which it is to be considered.

[Changes will begin here, see below in red]

Any faculty member, regardless of specific title series of appointment, is eligible for consideration for membership on the Graduate Faculty. New Graduate Faculty members may be proposed to the Dean of the Graduate School at any time by the college deans and department chairs concerned, or in the case of persons not attached to a college faculty, by the Provost of the University. Eligibility qualifications are as follows:

- The doctor's degree or its equivalent in scholarly reputation.
- The rank of assistant professor (or equivalent) or higher.
- Scholarly maturity and professional productivity as demonstrated by publications, editorial services, research surveys, creative work or patents, and research in progress at the time of appointment.
- Demonstrated participation in graduate teaching and research in the program.

The Dean of the Graduate School is responsible for appointing and monitoring the progress of Associate Members of the Graduate Faculty. Associate members are authorized to teach graduate courses, direct master's theses, and serve on and co-chair doctoral committees. Associate membership is limited to a term of six years with reappointment possible after departmental review. There is no category for at-large graduate faculty membership.

Appointment to Full Graduate Faculty membership is made by the Provost and/or the Dean of the Graduate School after consultation with the Graduate Council when appropriate. Full members of the Graduate Faculty are particularly responsible for:

- Guidance of graduate student research and study to its completion. The finished work should meet or exceed accepted standards for publication, dissemination or performance within the particular discipline.
- Participation in the formulation of graduate curricula and policy.

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- An associate member of Graduate Faculty who is an assistant professor may be put forward for full membership by the individual's department chairperson or Director of Graduate Studies (as appropriate) after a minimum of 2 years of employment at UK .
- The individual must show the appropriate level of scholarly research and productivity and important contributions to the department's graduate program, including graduate teaching.

After review by the Dean of the Graduate School , appropriate cases will be placed on the Consent Agenda of the Graduate Council for approval. Atypical cases may either be turned down by the Dean or brought to the Graduate Council for full discussion.

Once Full Graduate Faculty status is attained, membership is continuous unless a change in status is recommended by a graduate program to the Dean of the Graduate School , who will present the recommendation to the Graduate Council.

On recommendation of the Director of Graduate Studies and with the approval of the Dean of the Graduate School , persons who normally do not hold academic appointment in the University, but who have demonstrated an interest in collaborative participation in its graduate programs, may be appointed as Auxiliary Graduate Faculty Members. They should hold the terminal academic degree in the field and possess a record of research or creative experience that would warrant their inclusion on advisory committees to assist graduate students in conducting research. Auxiliary Graduate Faculty may serve only as nonvoting members of the advisory committee.

Administrative officers assigning teaching and other duties to members of the Graduate Faculty who are taking an active part in the graduate program (i.e., are heavily engaged in directing theses and dissertations, carrying on productive research, etc.) should make appropriate reduction in the duties required of such faculty members.

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- The doctor's degree or its equivalent in scholarly reputation.
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- Scholarly maturity and professional productivity as demonstrated by publications, editorial services, research surveys, creative work or patents, and research in progress at the time of appointment.
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The Dean of the Graduate School is responsible for appointing and monitoring the progress of Associate Members of the Graduate Faculty. Associate members are authorized to teach graduate courses, direct master's theses, and serve on and co-chair doctoral committees. Associate membership is limited to a term of six years with reappointment possible after departmental review. There is no category for at-large graduate faculty membership.

On the recommendation of the Director of Graduate Studies, the chair of a department, a dean, or the majority vote of the graduate faculty in a program, the Dean of the Graduate School may appoint to Associate membership faculty members from other universities for a renewable 3 year term. This is limited to faculty members in tenurable faculty positions who hold the terminal degree in the field and are engaged in research activities.

Appointment to Full Graduate Faculty membership is made is one of four ways:

1. Full membership is automatically granted at the time a faculty member receives tenure, for faculty whose primary graduate program is in the tenuring department, and who holds a terminal degree in the field or a related field. If the graduate faculty of this program votes to enforce further stipulations beyond these requirements for full membership, those stipulations must be reported to both the Dean of the Graduate School and the Graduate Council,

2. Full membership may be granted to tenured faculty members (with terminal degrees) in other graduate programs in the university and to those faculty members in departments and centers which do not grant graduate degrees. The offer of full membership is enacted through a majority vote of the

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full members of graduate faculty in that program, and forwarded to the Dean of the Graduate School.

3. Jointly appointed faculty or Adjunct Title Series faculty in a program or in a multidisciplinary center may hold graduate faculty appointments in this program. When joint or adjunct title faculty become tenured or move to Associate Professorships, they will automatically be promoted to full graduate faculty membership, unless the multidisciplinary program creates stipulations preventing automatic appointment. These stipulations are to be reported to the Dean of the Graduate School.

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