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7 **A BILL TO REVISE UW REGULATION 5-1**  
8 **“ACADEMIC PERSONNEL”**  
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11 **WHEREAS**, the University of Wyoming Deans’ Council voted (September, 2015) in favor of  
12 creating the academic rank of “Professor of Practice”; and  
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14 **WHEREAS**, under UW Regulation 6-702, Section IX, the University Reappointment, Tenure  
15 and Promotion Committee is the representative group designated to “...advise the Provost and Vice  
16 President for Academic Affairs on matters pertaining to tenure, promotion, dismissals, and  
17 reappointment”; and  
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19 **WHEREAS**, the University Reappointment, Tenure and Promotion Committee was charged  
20 jointly by Academic Affairs and the Faculty Senate Executive Committee (October, 2015) to review  
21 UW Regulation 5-1 and provide input regarding the creation of the academic rank of “Professor of  
22 Practice”; and  
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24 **WHEREAS**, a “Professor of Practice” is a person who does not fit the current tenure-track  
25 system at the University of Wyoming but can contribute to undergraduate and graduate education  
26 through teaching students the skills, methods, and values of their profession; and  
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28 **WHEREAS**, a “Professor of Practice” will have a basis of experience in the practice equal to a  
29 tenured professor, including a national/international reputation for excellence reflected in a record  
30 of significant accomplishments; and  
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32 **WHEREAS**, the appointment of “Professor of Practice” cannot be used as an alternative route  
33 or structure for conventional non-tenure track faculty (i.e., Research Professors, Clinical Professors,  
34 Visiting Professors), nor are the appointments intended to be converted to tenure track positions;  
35 and  
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37 **WHEREAS**, the University Reappointment, Tenure and Promotion Committee deliberated  
38 and voted to approve language creating the “Professor of Practice”; therefore  
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40 **BE IT ENACTED** by the Faculty Senate that UW Regulation 5-1 be amended as presented in  
41 the attached addenda.

*Excerpt from*  
**UW REGULATION 5-1**  
**Academic Personnel**

**A. ACADEMIC FREEDOM**

Education flourishes only when academic personnel have both freedom and responsibilities in the conduct of their official duties. These duties include: teaching activities, including extension and outreach; research and other scholarly work; service; and shared governance. Adopting a system of freedoms and responsibilities helps ensure that the university can serve as a forum in which ideas may be examined openly and rigorously, without implying institutional endorsement. Although many of these freedoms are protected by the First Amendment of the Constitution, they also exist as a fundamental requirement of the mission of the university.

The university adheres to the principles of the 1940 “Statement of Principles on Academic Freedom and Tenure,” by the American Association of University Professors. The following expresses the meaning of that statement, updated for current values.

Academic freedom in teaching protects the rights of teachers to teach according to their expertise. Teachers are entitled to freedom in discussing their subject. Teachers have a responsibility to ensure that their teaching is effective and consistent with the standards of the discipline, understanding that disciplines may have diverse points of view on any given subject. Teaching may involve controversial material; however, with academic freedom in the classroom, teachers also have the responsibility to respect others’ freedom to express disagreement and alternate opinions.

Academic freedom in research is fundamental to the advancement of truth. Academic personnel are entitled to full freedom in research, publication of the results, and other scholarly activities that are part of their employment. Academic personnel have the responsibility to pursue research and scholarship with integrity and fidelity to their profession and the institution.

Academic freedom does not negate the rights of students and the public to disagree with academic personnel’s work, although students are expected to learn material with which they may disagree. Nor does academic freedom shield academic personnel’s work from the consequences of expert review by colleagues in their field of study, which is essential to the rigorous evaluation of teaching, research, and creative activity.

Freedom in university governance entails the rights of academic personnel to express their judgments about administrative matters that bear on the university’s mission. It includes the right to express agreement or disagreement with institutional policies and the positions of others, including university officials. Academic personnel have the responsibility to participate in university governance and service for the maintenance, health and improvement of the institution.

Freedoms of academic personnel also include the ability to invite guest speakers and artists, who are afforded the same academic freedoms and responsibilities of resident academic personnel. Invitation of guest speakers and artists does not imply university approval or endorsement of the expressed views.

When academic personnel speak or write as citizens, they should be free from institutional censorship or discipline. They should remember that the public may judge their profession and their institution by their utterances. Hence they should at all times be accurate, exercise appropriate restraint, show respect for others' right to disagree, and make it clear that they are not speaking for the institution.

## **B. FACULTY**

### **1. DESIGNATION**

Faculty status shall be granted at the appropriate professorial rank to those individuals engaged in teaching or research in the colleges of the University and to such other groups or individuals as the Trustees may designate. The general qualifications for the various faculty ranks shall be as follows:

- a. Instructors normally shall have a master's degree and preferably at least one year of additional study or professional experience in the field in which the instructorship is granted.
- b. Assistant professors shall normally hold the terminal qualification in their discipline (e.g., Ph.D., Ed.D., MFA, etc.), and shall have demonstrated ability, through appropriate experience, to perform the functions of the position they are to hold.
- c. Associate professors shall normally hold the terminal qualification in their discipline (e.g., Ph.D., Ed.D., MFA, etc.), shall have established a reputation in scholarship, teaching, artistic creation, or other productive activity in the field in which they are to serve.
- d. Professors, in addition to having the qualifications of associate professors, have demonstrated superior performance overall, being highly successful in the following areas where appropriate:
  - 1.) direction of graduate and undergraduate work and research,
  - 2.) scholarship or other creative work,
  - 3.) teaching,
  - 4.) extension,
  - 5.) service to the university as well as other communities and professional organizations, which may include administrative leadership.

42 e. Research professor shall be the title granted to persons who  
43 have demonstrated superior capacity for research contributions  
44 and are employed fully on external research funding; in addition, these  
45 individuals must hold the terminal qualification in their discipline (e.g.,  
46 Ph.D., Ed.D., MFA, etc.). Such appointments shall be only at the  
47 professorial rank and for not more than one year in duration; however,  
48 one may be reappointed annually by the Trustees subject to a  
49 satisfactory annual performance evaluation and the availability of  
50 external funding from contracts and grants. Service as a research  
51 professor does not entitle one to tenure and its privileges.

52 f. Clinical professor shall be the title granted to those employed to teach  
53 in health care related programs offered by the University; the college dean  
54 and other appropriate academic officers will determine the appropriate  
55 academic qualifications and professional experience for these faculty.  
56 Such appointments shall be for not more than one year in duration;  
57 however, one may be reappointed annually subject to a satisfactory  
58 annual performance evaluation and available funding. Service as a  
59 clinical professor does not entitle one to tenure and its privileges.

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61 g. Professor of practice shall be the title granted to persons who have had  
62 distinguished careers and have made substantial impact on fields and  
63 disciplines that are important to academic programs at the University of  
64 Wyoming. The primary function is intended to be instructional;  
65 however, duties and responsibilities may also include some research and  
66 advising. Such appointments shall be only at the professorial rank and  
67 for not more than one year in duration; however, one may be reappointed  
68 annually subject to a satisfactory annual performance evaluation and  
69 available funding. Service as a professor of practice does not entitle one  
70 to tenure and its privileges, nor does it provide an alternative route or  
71 structure for conventional tenure track positions.

The general qualifications for faculty designation defined above may be waived or modified at the discretion of the President and the Trustees.

## C. FACULTY APPOINTMENT

### 1. FULL-TIME FACULTY APPOINTMENTS

Faculty members shall be appointed by the Trustees. Recommendations for such appointments shall be initiated by the head of the unit in which the appointment occurs, after full consultation with members of the unit. The recommendations shall then be forwarded through the appropriate academic officers, who shall add their recommendations; the President of the University

will then forward his/her recommendation to the Trustees. No appointment shall be binding upon the University unless accepted in writing by the faculty member within the time specified for response, following action by the Trustees. Appointments shall be for a specified period at the appropriate professorial rank as described in this regulation to be classified as follows:

a. Tenure-Track Appointments

Probationary appointments of tenure-track faculty filling a budgeted vacancy normally will be for one academic year; individuals so appointed will be considered for reappointment annually for the term of the probationary period specified in **section D**.

However, in appropriate circumstances, appointments may be for up to three years; continuation during the initial multi-year term will be contingent upon satisfactory annual performance evaluations. If one is reappointed at the termination of the full probationary period, s/he will be granted tenure. Credit for prior experience must be specified in the letter of offer and approved by the Vice President for Academic Affairs. In rare circumstances, tenure and tenure-track appointments may be less than full-time positions.

b. Temporary Appointments

Temporary appointments with faculty rank may be made to address specific instructional or research needs. Such appointments shall not be for more than one year in duration; however, temporary faculty may be reappointed annually subject to a satisfactory performance evaluation. Service as a temporary professor does not entitle one to tenure and its privileges.

c. Visiting Faculty Appointments

Visiting faculty appointments to address specific University instructional needs may be extended to faculty members from other institutions or professional persons who possess special expertise. Such appointments may be with professorial rank but shall not be for more than one year in duration; however, a visiting faculty member may be reappointed subject to a satisfactory performance evaluation. Service as a visiting professor does not entitle one to consideration for tenure and its privileges.

**2. PART-TIME FACULTY APPOINTMENTS**

The appointment of part-time faculty members during the academic year and for Summer Session will be made by the President of the University upon the recommendation of the appropriate academic officers.

### **3. EMERITUS APPOINTMENTS**

Emeritus status may be awarded to those tenured faculty members and extended-term academic professionals who retire after long and distinguished service to the University. Nominations for emeriti status shall be initiated by the department head and/or dean; the nomination shall then be forwarded through the appropriate academic officers, who shall add their recommendations; the President of the University will then forward his/her recommendation to the Trustees.

### **4. ADJUNCT FACULTY APPOINTMENTS**

Adjunct appointments may be made when deemed appropriate to make available to the University, on a limited or part-time basis, the services of persons who have attained recognition in their professional fields of scholarship, creativity, or other distinguished accomplishments relevant to University programs. Such appointments may be with faculty rank or clinical faculty status. Adjunct faculty may include academic personnel in other University departments or colleges as well as those employed outside the institution. Each letter of appointment shall set forth the terms and conditions under which services to the University are to be performed by the appointee. Such appointments provide no financial remuneration.

Adjunct appointments will be made by the Trustees of the University, upon the recommendation of the appropriate academic officers, for a period of not more than three years; however, an individual may be reappointed. Service as an adjunct professor does not entitle one to consideration for tenure and its privileges.

## **D. FACULTY REAPPOINTMENT, TENURE AND PROMOTION**

To hold a position with tenure means that the faculty appointment is not subject to termination or substantial reduction in status without adequate justification as outlined in **section E. DISMISSAL OF FACULTY** below.

Therefore, the reappointment procedures are integrally related to the tenure and promotion decisions of those faculty serving probationary appointments. Only those tenure-track faculty who successfully complete this period and are approved by the Trustees, will receive tenure. An individual who is not offered tenure at the end of the probationary period shall not be retained as a faculty member.

The main criteria for reappointment, tenure and promotion decisions are creative development, advancement of knowledge, and dissemination of knowledge. These criteria may be demonstrated in the University's functions of teaching, research, creative contributions, extension, service to the state of Wyoming, professional service, and other University-related activities and services.