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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

1 responsibility to participate in university governance and service for the maintenance,
2 health and improvement of the institution.

3 Freedoms of academic personnel also include the ability to invite guest speakers and
4 artists, who are afforded the same academic freedoms and responsibilities of resident
5 academic personnel. Invitation of guest speakers and artists does not imply university
6 approval or endorsement of the expressed views.
7

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

13 **B. FACULTY**

14 **1. DESIGNATION**

15
16 Faculty status shall be granted at the appropriate professorial rank to those
17 individuals engaged in teaching or research in the colleges of the University and
18 to such other groups or individuals as the Trustees may designate. The general
19 qualifications for the various faculty ranks shall be as follows:
20

- 21
- 22 a. Instructors normally shall have a master's degree and preferably at least
23 one year of additional study or professional experience in the field in
24 which the instructorship is granted.
25
 - 26 b. Assistant professors shall normally hold the terminal qualification in
27 their discipline (e.g., Ph.D., Ed.D., MFA, etc.), and shall have
28 demonstrated ability, through appropriate experience, to perform the
29 functions of the position they are to hold.
30
 - 31 c. Associate professors shall normally hold the terminal qualification in
32 their discipline (e.g., Ph.D., Ed.D., MFA, etc.), shall have established a
33 reputation in scholarship, teaching, artistic creation, or other productive
34 activity in the field in which they are to serve.
35
 - 36 d. Professors, in addition to having the qualifications of associate professors,
37 have demonstrated superior performance overall, being highly successful
38 in the following areas where appropriate:
 - 39 1.) direction of graduate and undergraduate work and research,
 - 40 2.) scholarship or other creative work,
 - 41 3.) teaching,
 - 42 4.) extension,
 - 43 5.) service to the university as well as other communities and professional
44 organizations, which may include administrative leadership.

1
2 e. Research professor shall be the title granted to persons who
3 have demonstrated superior capacity for research contributions
4 and are employed fully on external research funding; in addition, these
5 individuals must hold the terminal qualification in their discipline (e.g.,
6 Ph.D., Ed.D., MFA, etc.). Such appointments shall be only at the
7 professorial rank and for not more than one year in duration; however,
8 one may be reappointed annually by the Trustees subject to a
9 satisfactory annual performance evaluation and the availability of
10 external funding from contracts and grants. Service as a research
11 professor does not entitle one to tenure and its privileges.

12 f. Clinical professor shall be the title granted to those employed to teach
13 in health care related programs offered by the University; the college dean
14 and other appropriate academic officers will determine the appropriate
15 academic qualifications and professional experience for these faculty.
16 Such appointments shall be for not more than one year in duration;
17 however, one may be reappointed annually subject to a satisfactory
18 annual performance evaluation and available funding. Service as a
19 clinical professor does not entitle one to tenure and its privileges.
20

21 The general qualifications for faculty designation defined above may be waived
22 or modified at the discretion of the President and the Trustees.
23

24 C. FACULTY APPOINTMENT

25 1. FULL-TIME FACULTY APPOINTMENTS

26 Faculty members shall be appointed by the Trustees. Recommendations for
27 such appointments shall be initiated by the head of the unit in which the
28 appointment occurs, after full consultation with members of the unit. The
29 recommendations shall then be forwarded through the appropriate academic
30 officers, who shall add their recommendations; the President of the University
31 will then forward his/her recommendation to the Trustees. No appointment shall
32 be binding upon the University unless accepted in writing by the faculty member
33 within the time specified for response, following action by the Trustees.
34 Appointments shall be for a specified period at the appropriate professorial rank
35 as described in this regulation to be classified as follows:
36
37

38 a. Tenure-Track Appointments

39 Probationary appointments of tenure-track faculty filling a budgeted vacancy
40 normally will be for one academic year; individuals so appointed will be
41 considered for reappointment annually for the term of the probationary period
42 specified in **section D**.
43
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1 However, in appropriate circumstances, appointments may be for up to three
2 years; continuation during the initial multi-year term will be contingent upon
3 satisfactory annual performance evaluations. If one is reappointed at the
4 termination of the full probationary period, s/he will be granted tenure. Credit
5 for prior experience must be specified in the letter of offer and approved by
6 the Vice President for Academic Affairs. In rare circumstances, tenure and
7 tenure-track appointments may be less than full-time positions.

8 b. Temporary Appointments

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

14
15 c. Visiting Faculty Appointments

16
17 Visiting faculty appointments to address specific University instructional
18 needs may be extended to faculty members from other institutions or
19 professional persons who possess special expertise. Such appointments may
20 be with professorial rank but shall not be for more than one year in duration;
21 however, a visiting faculty member may be reappointed subject to a
22 satisfactory performance evaluation. Service as a visiting professor does not
23 entitle one to consideration for tenure and its privileges.

24
25 d. Professor of Practice

26
27 Professor of practice appointments may be extended to persons who have
28 had distinguished careers and have made substantial impact on fields and
29 disciplines that are important to academic programs at the University of
30 Wyoming. The appointee shall have attained regional and national
31 prominence and, when appropriate, international recognition of outstanding
32 achievement. The primary function of a professor of practice is instructional,
33 however, duties and responsibilities may also include some research and
34 student advising. Professor of practice appointments shall be only at the
35 professorial rank and for not more than one year in duration, however, a
36 professor of practice may be reappointed annually subject to a satisfactory
37 annual performance evaluation and available funding. A professor of
38 practice is not entitled to tenure or its privileges. Appointment and service as
39 a professor of practice is distinct from and shall not be considered for the
40 purposes of the tenure process specified in paragraph D of this regulation.