

The Faculty Senate of The University of Tennessee, Knoxville

Adjunct and Joint Definitions ~~Outreach and Engagement Recognition~~ Resolution

~~January-May 17, 2017~~5

WHEREAS, ~~the term “adjunct faculty” is commonly used as a position title (academic rank) for a part-time role held by an individual within a university who is not primarily employed by the university~~The University of Tennessee, Knoxville is the preeminent research-based, land-grant university in the state, embodying “the spirit of excellence in teaching, research, scholarship, creative activity, outreach, and engagement attained by the nation’s finest public research institutions”; and

WHEREAS, ~~The University of Tennessee, Knoxville’s Vision Statement specifies, “We lead an increasing number of academic and public-service activities that involve and benefit the local community, the state of Tennessee, the United States, and ultimately the world; Section 3.5 of the current *Faculty Handbook* states that “joint appointments involve participation in the teaching and research of two or more departments or research units such as Oak Ridge National Laboratory (ORNL)”;~~ and

WHEREAS, ~~the UT System would benefit from the change in classification for some adjunct faculty to joint faculty in ranking publications who report on the number of faculty~~The University of Tennessee, Knoxville’s *Faculty Handbook* in section 2.21, The Importance of Scholarship states, “Successful faculty members maintain disciplinary expertise even when pursuing scholarship in learning, teaching, and outreach”; and

WHEREAS, ~~joint appointments expand opportunity for research funding and collaboration and foster interdisciplinary interactions~~The University of Tennessee, Knoxville’s *Faculty Handbook* in section 2.23, Research/Scholarship/Creative Activity states, “Some faculty members pursue the scholarship of application, which typically involves outreach to the community to co-develop successfully practices to address problems to benefit individuals and organizations;” and

WHEREAS, ~~The University of Tennessee, Knoxville’s *Faculty Handbook* in section 3.2, Criteria for Appointment to Faculty Rank, does not specifically recognize outreach and engagement;~~

WHEREAS, ~~the omission in The University of Tennessee, Knoxville’s *Faculty Handbook* in section 3.2 of recognition and reward, in matters of promotion and tenure, of faculty outreach and engagement efforts, may constrain and attenuate faculty efforts in support of the land-grant mission university;~~

THEREFORE, BE IT RESOLVED THAT ~~Section 4.2.6, paragraph I, and Section 4.2.8~~ of the *Faculty Handbook* for The University of Tennessee, Knoxville, be amended and restated as set forth below (with new language ~~in bold~~underlined and ~~two associated footnotes removed language denoted with strikethrough~~):

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4.2.6 Adjunct Faculty

Individuals whose primary employment is outside the UT System or whose primary employment is not in a faculty capacity within the UT System and who provide uncompensated or part-time compensated service to the instructional and/or research programs of the university may be given adjunct faculty appointments. As with all other non-tenure-track faculty appointments, the Office of the Provost will issue letters of appointment to adjunct faculty members. Staff exempt employees with appropriate expertise who, on occasion, provide instruction or participate in research may be given adjunct faculty appointments in a department other than that in which their budget line resides. Professional credentials and/or the terminal degree required for appointment to professorial ranks are required for adjunct faculty appointments. Adjunct faculty may serve on graduate committees, serve as program directors, supervise clinical experiences, or assume other responsibilities as are consistent with university, college, and departmental policies. Adjunct faculty appointments may be made at the rank of adjunct professor, adjunct associate professor, adjunct assistant professor, or adjunct lecturer. Tenured and tenure-track faculty will evaluate the recommended rank in accordance with departmental and college bylaws.

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4.2.8 Joint Faculty Appointments.

Joint appointments involve participation in the teaching and research of two or more departments or research units such as Oak Ridge National Laboratory (ORNL). The primary department with which the faculty member is affiliated, through which all matters of promotion, salary raise, and tenure are processed, is the "home" department (See Section 3.5 for details). Joint Faculty members are appointed under the terms of a Joint Faculty Agreement between UT System units or the University of Tennessee and another entity, such as the Oak Ridge National Laboratory. Joint Faculty members with the other entity as home institution are not eligible for tenure. Joint Faculty members carry one of the following titles: Joint Faculty Assistant Professor, Joint Faculty Associate Professor, or Joint Faculty Professor. Department and college bylaws, in conjunction with university policy and procedure, establish standards and procedures relating to searches for and promotion of Joint Faculty. Joint Faculty members participate in teaching, research, and service missions of the department or college with which they are associated in accordance with the provisions of the Faculty Handbook. The specific allocation of effort in the ~~UTK~~ UT System department or college is negotiated as part of the Joint Faculty Agreement. Joint Faculty members are evaluated on their allocation of effort in the ~~UTK~~ UT System department or college on an annual basis.

3.2 Criteria for Appointment to Faculty Rank

Professors are expected to

1. hold the doctorate or other terminal degree of the discipline, or present equivalent training and experience appropriate to the particular appointment
2. be accomplished teachers
3. have achieved and to maintain a nationally recognized record in disciplinary research / scholarship / creative activity / **engaged scholarship**¹
4. have achieved and to maintain a record of significant institutional, disciplinary, and/or professional service **or outreach engagement**²
5. serve as mentors to junior colleagues
6. have normally served as an associate professor for at least five years
7. have shown beyond doubt that they work well with colleagues and students in performing their university responsibilities

Associate professors are expected to

1. hold the doctorate or other terminal degree of the discipline, or to present equivalent training and experience as appropriate to the particular appointment
2. be good teachers
3. have achieved and to maintain a recognized record in disciplinary research / scholarship / creative activity / **engaged scholarship**
4. have achieved and to maintain a record of institutional, disciplinary, and/or professional service **or outreach engagement**
5. have normally served as an assistant professor for at least five years
6. have demonstrated that they work well with colleagues and students in performing their university responsibilities

¹Outreach research, scholarship and creative activity extends faculty endeavors to serve the public. This may include: basic discovery research, applied or action research, original performances, and creative applied policy. These activities bring together faculty and community collaborators to address real world problems and opportunities. The best examples of outreach research and creative activities are those that engage faculty in advancing knowledge through the pursuit of their scholarly interests while simultaneously addressing specified community problems and issues, thereby benefiting the scholar, the discipline, the university, and society.

²Outreach service engages professional skills of faculty to benefit key external communities and extends the intellectual resources of the university to seek solutions to problems.

Assistant professors are expected to

1. hold the doctorate or other terminal degree of the discipline, or to present equivalent training and experience as appropriate to the particular appointment
2. show promise as teachers
3. show promise of developing a program in disciplinary research / scholarship / creative/**engage scholarship** activity that is gaining external recognition
4. have a developing record of institutional, disciplinary, and/or professional service **or outreach engagement**
5. show evidence that they work well with colleagues and students in performing their university responsibilities