CONTENTS

Chapter 1. University Vision and Mission
Chapter 2. Faculty Participation in University Governance
Chapter 3. Faculty Personnel Policies and Procedures
Chapter 4. Instruction
Chapter 5. Curriculum and Academic Standards
Chapter 6. Research
Chapter 7. Extension and Outreach
Chapter 8. Extramural Activity of Faculty
Note

This Faculty Handbook is not a contract. It is a collection of policies and procedures that govern action uniquely pertaining to the Auburn University faculty. Additions, deletions, and modifications to any portion of this handbook marked with ‡ must be approved by the Auburn Board of Trustees or their designee, following a recommendation from the University Senate.

University policies that apply to all categories of employment at Auburn University—faculty, administrative and professional, and staff—are not included in the Faculty Handbook. Faculty members are reminded that these policies apply to them and that it is their responsibility to consult other sources for policies of general application to all employees of Auburn University.

‡ Policies that require Board of Trustee approval
Chapter 1
University Vision and Mission

Introduction (p. 1-1)

Section 1.1 Vision Statement (p. 1-1)

Section 1.2 Mission Statement (p. 1-1)

Introduction

The following statements of vision and mission were developed by the Task Force on Mission established in 1995, approved by the Board of Trustees on March 20, 1997, and a revision of these statements was approved by the Board of Trustees on May 7, 2004.

Section 1.1: Vision Statement

Auburn University will emerge as one of the nation’s preeminent comprehensive land-grant universities in the twenty-first century. Central to all its functions will be the University’s historic commitment of service to all Alabamians as the state becomes a part of a global society with all of its challenges and opportunities. The University will be widely recognized for the quality of its undergraduate, graduate, and professional educational programs; the effectiveness of its research and outreach programs; and the broad access to the University provided through the innovative use of information technology. The University will ensure the quality of its programs through the careful focusing of its resources in areas of institutional strengths. One constant will remain unchanged at the University—that intangible quality Auburn men and women call the “Auburn Spirit.”

Section 1.2: Mission Statement

Auburn University’s mission is defined by its land-grant traditions of service and access. The University will serve the citizens of the state through its instructional, research, and outreach programs and prepare Alabamians to respond successfully to the challenges of a global economy. The University will provide traditional and nontraditional students broad access to the institution’s educational resources. In the delivery of educational programs on campus and
beyond, the University will draw heavily upon the new instructional and outreach technologies available in the emerging information age.

As a comprehensive university, Auburn University is committed to offering high-quality undergraduate, graduate, and professional education to its students. The University will give highest priority for resource allocation for the future development of those areas that represent the traditional strengths, quality, reputation, and uniqueness of the institution and that continue to effectively respond to the needs of students and other constituents. Consistent with this commitment, the University will emphasize a broad and superior undergraduate education that imparts the knowledge, skills, and values so essential to educated and responsible citizens. At the same time, the University will provide high-quality graduate and professional programs in areas of need and importance to the state and beyond. To accomplish these educational goals, Auburn University will continue to compete nationally to attract a faculty distinguished by its commitment to teaching and by its achievements in research, both pure and applied. The University will strive to attract a faculty that will bring distinction and stature to the undergraduate, graduate, and professional programs offered by the University.

Because research is essential to the mission of a land-grant university, Auburn University will continue development of its research programs. The primary focus of this research will be directed to the solution of problems and the development of knowledge and technology important to the state and nation and to the quality of life of Alabama citizens. The University’s research programs will make important contributions to instructional programs through the involvement of graduate and undergraduate students and the renewal of the faculty. Research will also provide the knowledge base for outreach programs. In carrying out its research mission, the University will emphasize established areas of strength and will focus available resources in those areas of research and doctoral study that are, or have the potential to develop into, nationally and internationally recognized centers of excellence.

Extension and outreach programs are fundamental to the land-grant mission because these programs directly affect the lives of all citizens in the state. The University will maintain the strengths of its traditional outreach programs and will increasingly involve the broader University in outreach programs that respond to the changing needs of the society in which we live. The University will continue to seek new and innovative ways to reach out to the people it serves.
Chapter 2
Faculty Participation in University Governance

Introduction (p. 2-2)

Section 2.1: Constitutions (p. 2-2)

2.1.1 University Faculty Constitution

Definition

Article 1: Purpose

Article 2: Membership

Article 3: Officers

Article 4: Procedures

2.1.2 University Senate Constitution

Preamble

Article 1: Purpose

Article 2: Organization

Article 3: Officers

Article 4: Senate Committees

Article 5: Procedures

Article 6: Faculty Grievance Procedure

Section 2.2: University Committees (p. 2-21)

2.2.1 Standing University Committees

2.2.2 Faculty Participation in Senate and University Committees
Section 2.3: Faculty Participation in the Selection and Evaluation of Administrators

(p. 2-38)

2.3.1 Policy on Selection of Executive Officers of the University

2.3.2 Selection of Deans and Department Heads/Chairs

2.3.3 Evaluation of Administrators

Introduction

Faculty members at Auburn University are involved to a significant degree in the formulation and review of institutional policies that affect the academic and professional welfare of the University and the faculty. This involvement is achieved primarily through the organizations of the University Faculty and the University Senate, which are described in the University Faculty Constitution and the University Senate Constitution. University policy concerning the academic functioning of the University is adopted with the participation of the elected representatives of the University Faculty.

Section 2.1: Constitutions

2.1.1 University Faculty Constitution

Definition: The University Faculty body is made up of all eligible faculty at Auburn University. This University Faculty Constitution governs the actions of that body. The University Senate Constitution (Section 2.1.2 below) governs the actions of the University Senate.

The University Faculty is established at Auburn University by authority of the Board of Trustees. The purposes of the University Faculty are to provide instruction, research, and outreach as indicated in the vision and mission statements; to elect the officers of the University Faculty and the University Senate; to serve as a forum for the collective faculty as provided for in Article 4, Section 1; and to act on matters pertaining to the welfare of the faculty as provided for in Article 4, Section 4.

Article 1: Purpose

The University Faculty is established at Auburn University by authority of the Board of Trustees. The purposes of the University Faculty are to elect the officers of the University Faculty and the University Senate; to serve as a forum for the collective faculty as provided for in Article 4,
Section 1; and to act on matters pertaining to the welfare of the faculty as provided for in Article 4, Section 4.

Article 2: Membership

The University Faculty shall consist of all positions of professorial status and other positions that have a primary academic function associated with Auburn University, main campus. Academic function generally is defined as having a primary responsibility for supervising or administering an academic program or for academic participation in an academic program. The academic program of the University is understood to include instruction, research, and extension. University Faculty is subdivided into tenured and nontenured groups.

Article 3: Officers

Section 1. University Faculty Officers: The officers of the University Faculty shall be a chair, a chair-elect, a secretary, a secretary-elect, and the immediate past chair. The officers shall constitute the Executive Committee of the University Faculty.

Section 2. Election of Officers: The Executive Committee of the University Faculty shall appoint a Nominating Committee of six members within the first six weeks of the fall semester prior to the spring meeting of the University Faculty. The Nominating Committee shall present two names for each of the offices of chair-elect and secretary-elect. The names of nominees shall be sent to the membership at least 21 calendar days prior to the spring meeting. Nominations for chair-elect and secretary-elect may also be made by petitions signed by at least ten faculty members. No faculty member shall sign more than one petition for the same office. Petitions presenting nominations shall be filed with the secretary not later than 14 calendar days prior to the spring meeting. The secretary will send the voting faculty instructions for casting ballots five calendar days prior to the spring meeting. The ballot will include the names of the nominees for each position. Faculty may cast votes in any of the five calendar days prior to the spring meeting. The nominee with a majority of the votes cast will be elected. The secretary and secretary-elect will certify the results of the election on the day of the spring meeting. The results will be announced at the spring meeting and the newly elected officers shall take office on July 1. Should no nominee receive a majority on the first ballot there shall be a run-off election during the five days following the spring meeting between the two nominees receiving the largest number of votes on the first ballot. The secretary and secretary-elect will certify the results of the run-off election on the sixth day following the spring meeting and the newly elected officer(s) shall take office on July 1.

Section 3. Vacancies: Should a vacancy occur in either the office of chair or secretary, the chair elect or secretary-elect shall assume the duties of the vacant office. Should a vacancy occur in either the office of chair-elect or secretary-elect before January 1, the Executive Committee shall
appoint a Nominating Committee of six members to present two names for the vacant office. These names shall be sent to the membership in advance of a special meeting of the University Faculty. An election to fill the vacant position shall then be held prior to the special meeting in accordance with the procedures spelled out in Article 3, Section 2. Should a vacancy occur after January 1 in either the office of chair-elect or secretary-elect, the vacancy shall not be filled, but the duties of the office shall be performed by a person nominated by the Senate Rules Committee and approved by the University Senate.

Section 4. Duties of Officers: Note that these officers are the same for the University Senate, but the duties listed here in Section 4 detail their work for the University Faculty (not the University Senate).

Chair: The chair of the University Faculty shall preside over all meetings and may designate a parliamentarian to assist in procedural matters that arise during meetings. The chair shall also be responsible for preparing the agenda for each meeting and chair the Executive Committee of the University Faculty.

Chair-Elect: When the chair is absent, the chair-elect shall preside. When the chair is vacated, either for expiration of term or for other reasons, the chair-elect shall assume the duties of the chair.

Secretary: The secretary shall keep the official minutes of each meeting. The minutes shall be filed in the University Archives. The secretary and the provost shall be responsible for maintaining the official copy of Acts of the University Faculty, which shall contain all committee reports (exclusive of confidential material), documents, and resolutions passed by the University Faculty during an administrative year. The secretary shall also maintain a current copy of the Faculty Handbook, including all amendments, revisions, additions, or deletions. The secretary shall distribute official calls for meetings and other materials as directed by the chair, and shall reserve necessary meeting rooms. All appropriate records shall be turned over to the University Archives at the end of the secretary’s term.

Secretary-Elect: When the secretary is absent, the secretary-elect shall assume those duties. When the secretary’s term expires the secretary-elect shall assume the duties of the secretary.

Immediate Past Chair: The immediate past chair shall serve as a member of the University Faculty Executive Committee.

Section 5. Terms of Officers: Officers shall serve one-year terms, beginning on July 1.
Article 4: Procedures

Section 1. Executive Committee: The Executive Committee is the standing committee of the University Faculty and shall consist of the current officers of the University Faculty. The committee shall make a continuous study of the affairs of the University Faculty, shall receive suggestions from the membership, and shall assist the chair in preparing the agenda for University Faculty meetings.

Section 2. Meetings: There shall be a meeting of the University Faculty during the fall semester and another during the spring semester. Notice of regularly scheduled meetings along with the agenda shall be sent to the members at least 15 days prior to the meeting date. Special meetings may be called by the Executive Committee and shall be called on written petition of 50 or more members. At least seven days’ notice must be given to the membership for special meetings. It is understood that the prior notice is not required for emergency meetings called by the president of the University and that the officers of the University Faculty shall assist in informing members of such meetings.

Section 3. Parliamentary Rules: University Faculty meetings shall be conducted in accordance with Robert’s Rules of Order, Revised, with the two following exceptions: (a) a motion of substance not directly related to an item of the agenda, properly made and seconded, shall be placed on the agenda of the next meeting and not voted on before that meeting; (b) a two-thirds majority vote shall be required to table a motion.

Section 4. Agenda: The agenda for each meeting shall be set by the Executive Committee and shall include those matters arising from procedures given in Article 3, Section 2 and Article 4, Section 2 of this constitution.

Section 5. Quorum: The members present.

Section 6. Amendment: These Articles may be amended by a two-thirds vote of the members present and approval of the Board of Trustees.

2.1.2 University Senate Constitution

Preamble

The University Senate is established with the belief that members of the University community who are involved in the day-to-day life of the University should participate in the formulation of policies affecting the faculty and the academic life of the institution. The Senate provides a vehicle through which such collective intelligence can be directed toward promoting the well-being of the University.
Article 1: Purpose

The University Senate is advisory to the president. In that capacity it is the body having primary concern for the general academic policies of the University, including those involving curricula, programs, standards, faculty appointment, evaluation and development, student academic affairs, and libraries. The University Senate is also concerned with issues that affect all members of the University community, such as the budget, employee welfare programs, the calendar, and facilities.

Article 2: Organization

Section 1. Scope: The University Senate is an organization representing the University Faculty and other members of the University community, established through an enabling act of the Board of Trustees adopted in 1968.

Section 2. Definition of University Faculty: The University Faculty shall consist of the University Faculty as stated in Article 2 of the University Faculty Constitution.

Section 3. Composition: The voting members of the Senate shall consist of one elected senator from each formal academic department having at least four full-time faculty equivalents; one elected senator from each school lacking formal departments; one elected senator from the Libraries; one elected senator from the nontenure-track faculty members of the Cooperative Extension System who are not included in academic departments; one elected senator from the nontenure-track faculty in University Outreach who are not included in academic departments; one elected senator from the nontenure-track faculty of the Alabama Agricultural Experiment Station who are not included in academic departments; the provost, the dean of Libraries, the Student Government Association president, the Graduate Student Organization president, the chair of the Administrative and Professional Assembly, the chair of the Staff Council, the officers of the Senate, and the appointed members of the Senate Steering Committee. There shall also be nine members appointed by the president of the University from among the University vice presidents and deans of colleges and schools, excluding the provost. The presidential appointees shall serve for one year; their appointments shall be reported to the secretary between April 15 and May 15 and shall be effective as of the first Senate meeting of the fall term. The presidential appointments shall be rotated so that each vice president and each college or school dean shall be designated to serve as a member of the Senate at least once every three years.

Section 4. Senators: The elected senator of each unit specified in Section 3 of this article shall have a three-year term assigned by the Rules Committee so that the terms of approximately one-third of the senators expire each year. The administrative head or chair of each unit shall, upon notification by the secretary of the Senate that the term of that unit’s senator is about to expire,
conduct an election by secret ballot with results reported to the secretary of the Senate between April 15 and May 15. The terms for the newly elected senators will begin with the first Senate meeting of the fall semester. To be eligible for selection as a senator from a unit, a person must be a member of the University Faculty who has served on the University Faculty for at least three academic semesters prior to election. Each senator has the responsibility to keep the members of his or her unit fully informed about the conduct of Senate business by regularly publicizing Senate activities and making available important Senate documents. A vacancy of a unit’s elected senator shall be filled for the remainder of the term by an election held by the unit within two weeks after the vacancy occurs. Each senator shall be eligible to complete two full successive terms. If an elected senator is absent without substitute from three consecutive regular Senate meetings, then the senator’s name shall be removed from the Senate rolls and the unit notified by the secretary that the position is vacant. An elected senator who will be away from campus or for other unavoidable reasons will be unable to carry out his or her duties as senator for a substantial period of time may petition the Senate Rules Committee for a leave of absence. A senator granted a leave of absence by the Rules Committee remains on the Senate rolls and shall be permitted to resume his or her duties at the end of the period of absence. Methods of obtaining representation for departments with fewer than four full-time faculty members (or the equivalent thereof) shall be developed by the Rules Committee. If a senator is elected to a Senate office, then the senator’s position shall be vacated when the Senate position is assumed.

Section 5. Substitutes: Each unit having a senator shall arrange to have one of its members substitute for its senator at any Senate meeting the senator is unable to attend. An ex officio or appointed member unable to attend a Senate meeting may send a substitute. During any meeting, a substitute shall have all the rights and privileges of a member. No person can be a substitute for more than one member at any meeting, and no member of the Senate can substitute for another member.

Article 3: Officers

Section 1. Senate Officers: The officers of the Senate shall be the chair, chair-elect, secretary, secretary-elect, and immediate past chair.

Section 2. Election of Officers: The officers shall be those elected in accordance with Article 3 of the Constitution of the University Faculty.

Section 3. Duties of Officers:

Chair: The chair shall be the presiding officer of the Senate and may designate a parliamentarian to assist in this responsibility and shall be responsible for the agenda for each meeting in accordance with the Senate Constitution. The chair shall be the chair of the
Steering Committee, shall be an ex officio member of all other Senate committees, and shall be a member of the University president’s cabinet.

Chair-Elect: The chair-elect shall act for the chair in the chair’s absence. The chair-elect shall be a member of the Rules Committee and the Steering Committee and shall assume the duties of chair if the chair is vacated, either for expiration of term or for other reasons.

Secretary: The secretary shall keep the minutes of each meeting of the Senate, shall maintain the official roster of the Senate and shall distribute to the membership minutes of the Senate and other materials as directed by the chair. The secretary and the provost shall be responsible for maintaining the official archive of Acts of the Senate, both the electronic archive posted on the Senate website and the paper copy deposited in the library. This archive shall contain all committee reports (exclusive of confidential material), documents, and resolutions passed by the Senate during an administrative year. In addition, the secretary shall maintain the permanent files of the Senate, which shall be turned over to the succeeding secretary. The secretary shall be the chair of the Rules Committee and a member of the Steering Committee.

Secretary-Elect: The secretary-elect shall act for the secretary in the secretary’s absence. The secretary-elect shall be a member of the Rules Committee and the Steering Committee and shall become secretary when the secretary’s term expires.

Immediate Past Chair: The immediate past chair shall be a member of the Rules Committee and the Steering Committee.

Article 4: Senate Committees

Section 1. Standing Committees of the Senate: The standing committees of the Senate shall be:
Academic Computing
Academic Program Review
Academic Standards
Administrator Evaluation
Calendar and Schedules
Competitive Research Grant
Core Curriculum and General Education
Curriculum
Faculty Grievance
Faculty Handbook Review
Faculty Research
Faculty Salaries and Welfare
Graduate Council
Lectures
Library
Nontenure-Track Faculty
Retention
Rules
Steering
Teaching Effectiveness
University Writing

Nominations for membership to all standing committees shall be made by the Rules Committee and approved by the Senate, for a period of three years, unless otherwise specified in these Articles. Where reference is made to “academic” school or college, it is to designate schools, colleges, or other academic units that house their own dean, degree programs, and dedicated tenure-line faculty. It excludes the Graduate School, the Honors College, the University College, and any other school or college that does not meet one or more of these criteria. Committee appointments shall become effective at the beginning of the fall semester and shall expire at the end of the summer term. Students serving on committees shall serve one-year terms; staff members shall serve three-year terms unless otherwise specified in these Articles. Deliberations of committees dealing with grievance; student or faculty dismissal; discipline; promotion and tenure; and other personnel matters must remain confidential.

Section 2. Other Committees: The Senate may form other ad hoc committees; nominations for membership shall be made by the Rules Committee unless otherwise specified in these Articles. In addition to committees reporting directly to the Senate, there are a number of standing University committees that shall report to the president of the University or the president’s designee. (A list and description of the composition and charge of current standing University committees follows the Senate Constitution.)

The Senate shall have the responsibility for providing the president with a list of faculty nominations for University committees. The Senate shall also have the right to place items on the agenda of University committees and to request that the chair of any University committee inform the Senate of committee activities. Each standing University committee shall have a written statement of its operating procedures on file with the responsible member of the central administration and the Senate Secretary. All University-level committees at Auburn, whether Senate committees, University committees, or ad hoc committees are ultimately advisory to the president.
Section 3. Committee Chair: Unless otherwise specified in these Articles, the chair of each Senate committee shall be selected by the Rules Committee for a renewable one-year term. During the spring semester each committee chair shall be responsible for providing the Steering Committee of the Senate with a written report on its activities for the past year. In case of a committee chaired by someone who is not a member of the Senate, the chair shall be seated in the Senate with all rights and privileges except the right to vote.

Composition and Charges of Standing Senate Committees

Academic Computing Committee: The Academic Computing Committee shall consist of nine faculty members; the executive director of the Division of University Computing or designee; two undergraduate students nominated by the president of the Student Government Association; and one graduate student nominated by the president of the Graduate Student Organization. The committee shall review on an annual basis the status and needs of academic computing and shall recommend action and policies, or policy changes, with regard to academic computing.

Academic Program Review Committee: The Academic Program Review Committee shall consist of one member of each academic college or school and nonvoting representatives appointed by the provost, the vice president for Research, the vice president for Outreach, and the dean of the Graduate School. The chairperson of the committee shall be a faculty member. No faculty member shall serve more than two consecutive three-year terms. The committee shall review the final written products (the self-study, the review team’s report, and the dean’s plan) resulting from each year’s round of academic program reviews and confer with the provost on ways to strengthen the academic program review process. The committee shall also review any proposals to discontinue, merge, or otherwise restructure any academic program and confer with the provost and reach a decision on the feasibility of the proposal.

Academic Standards Committee: The Academic Standards Committee shall consist of the provost or his or her designee as ex officio, the registrar as nonvoting and continuing, and nine faculty members. The committee shall study policies governing scholastic standards for all students regarding admission to the University, continuation in residence, and graduation and shall make recommendations to the Senate. In addition, the committee shall recommend approval or disapproval of all college, school, and department requests to establish additional standards for admission in individual programs or curricula.

Administrator Evaluation Committee: The Administrator Evaluation Committee shall consist of five faculty members, a representative designated by the provost and holding faculty rank and tenure; one administrative/professional member nominated by the Administrative and Professional Assembly; and one staff member nominated by the Staff Council. The chair of the committee will be selected from the five faculty members. The committee shall oversee and/or conduct a periodic evaluation of University administrators involved in the University’s teaching,
Auburn University Faculty Handbook

research, and extension programs and provide a report of aggregate data to the Senate.

**Calendar and Schedules Committee:** The Calendar and Schedules Committee shall consist of the registrar as secretary, six faculty members, one administrative and professional member nominated by the Administrative and Professional Assembly, one staff member nominated by the Staff Council, and one student nominated by the Student Government Association. The committee shall submit a proposed University calendar for approval by the Senate. It shall recommend policies concerning scheduling to promote effective use of the University’s facilities.

**Competitive Research Grant Committee:** The Competitive Research Grant Committee shall consist of the vice president for Research as chair, the associate vice president for Research as a nonvoting member, and at least one faculty member from each academic school or college and one from the Libraries. The committee shall review and rank proposals submitted to the Auburn University (AU) Intramural Grants Program.

**Core Curriculum and General Education Committee:** The Core Curriculum and General Education Committee shall consist of the provost or designee as chair, and faculty membership, to be distributed as follows: There shall be seven representatives from the core areas: (1) composition or literature, (2) fine arts, (3) history, (4) mathematics, (5) natural sciences, (6) philosophy, (7) social sciences; and one from each of the remaining academic schools and colleges; and one from the Libraries. The director of the Office of Academic Assessment shall serve as a nonvoting, ex officio member of the committee. The committee shall have the responsibilities of recommending goals for general education and the Core Curriculum and monitoring the University’s effectiveness in fostering student achievement of these goals. Toward this end, the committee shall oversee the assessment of student learning in the Core, including the evaluation of courses, and may recommend to the University Senate changes in the Core Curriculum and general education.

**Curriculum Committee:** The Curriculum Committee shall consist of the provost or designee as chair, the registrar or designee as secretary, the dean of the Graduate School or designee, one faculty member from each academic college or school, one representative from the University College, one representative from the Honors College, and one non-voting member from the Libraries (appointed by the dean of the Libraries to a three-year term). The committee shall recommend approval or disapproval of requests for undergraduate curriculum changes and changes that affect both undergraduate and graduate curricula (e.g., 5000/6000 courses, accelerated bachelor's and master's programs, etc.). In addition, the committee shall review overall curriculum patterns and course content of the instructional program other than the University Core Curriculum and shall recommend to the Senate curriculum changes needed by the University.

**Faculty Grievance Committee:** The Faculty Grievance Committee shall consist of one elected member from each of the academic schools or colleges, one elected member from the Libraries, one elected member from the nontenure-track faculty members of the Cooperative Extension
System who are not included in academic departments, and one elected member from the nontenure-track faculty in University Outreach who is not included in academic departments. No member shall serve more than two consecutive three-year terms. The chair shall be elected from within the Grievance Committee and shall serve one year as chair-elect before assuming duties of the chair as provided in Article 6, Section 3. The committee shall evaluate grievances filed by faculty members and decide whether grievances should proceed to a hearing. Results of the hearing will be forwarded to the president as recommendations for redress. The committee shall follow the Faculty Grievance Procedure outlined in Article 6 of the Senate Constitution.

Faculty Handbook Review Committee: The Faculty Handbook Review Committee shall consist of the provost or designee and six faculty members. The committee shall receive and solicit suggestions for changes and updating of the Faculty Handbook and recommend to the University Senate such changes as it deems appropriate.

Faculty Research Committee: The Faculty Research Committee shall consist of one faculty member from each academic college and school and one from the Libraries. The chairs of the Institutional Biosafety Committee, the Institutional Review Board for Protection of Human Subjects in Research, and the Institutional Animal Care and Use Committee, as well as the Libraries’ Research Data Management Librarian, shall serve as ex officio members of the committee. The vice president for Research, the associate vice president for Research, and the graduate dean shall serve as nonvoting, ex officio members of the committee. All faculty members shall serve three-year staggered terms. The committee chair shall be selected from among the 13 faculty representatives. The committee shall be responsible for bringing research related concerns to the vice president for Research, and for reporting appropriate research matters and policies back to the Senate.

Faculty Salaries and Welfare Committee: The Faculty Salaries and Welfare Committee shall consist of the Chief of Staff (or their designee), the Executive Director of Payroll, Benefits and Records, and the Senior Director, Talent Management, nine faculty members, and one staff member nominated by the Staff Council and one administrative and professional member nominated by the Administrative and Professional Assembly. The committee shall look into and make recommendations concerning faculty welfare, benefits, and salaries of the University. These explorations and recommendations shall be made within the institution and in comparison to those at other universities. Recommendations for establishing and maintaining Auburn’s competitive position with comparable institutions in faculty salaries shall be made to the University Budget Advisory Committee as needed.

Graduate Council: The Graduate Council shall consist of the dean of the Graduate School as chair, the associate dean of the Graduate School as nonvoting vice chair, the assistant to the dean of the Graduate School as nonvoting secretary, and 12–15 faculty members, with at least one from each academic school or college with a graduate program, one from the Libraries, and a graduate student nominated by the Graduate Student Council. Faculty members shall be appointed by the dean of the Graduate School from a list of nominees provided by the Senate.
Auburn University Faculty Handbook

Chapter 2-13

Rules Committee. The list of nominees shall, at a minimum, exceed the number of openings by two and shall contain at least two nominees from any academic school or college without a continuing representative. Faculty members must be Level 2 members of the graduate faculty. The council shall review requests for curriculum changes in courses that may be taken for graduate credit, review and recommend approval of all proposals for new graduate programs and modifications to existing programs, review existing programs, recommend regulations and policies for the Graduate School, and assist the dean of the Graduate School in carrying out those regulations and policies.

Lectures Committee: The Lectures Committee shall consist of the associate provost or designee serving as chair, three faculty members, one graduate student nominated by the Graduate Student Council, two undergraduate students nominated by the Student Government Association, and program representatives from each of the following: York Lectureship Series, Littleton-Franklin Lecture Series, New Horizons/Graduate Student Council Series, Research Week, University Program Council (UPC), Common Book Program, Multicultural Center, and Women’s Resource Center. Representatives of other program areas may be recruited as needed/desired. The committee is a companion to the student-run University Program Council and shall augment the instructional programs of the University by supporting speakers of distinctive scholarship and accomplishment of interest to students, faculty, and staff. It will work to coordinate whenever possible the schedules of lecture series and programs across campus in order to maximize promotion of those series/programs and collaboratively utilize limited lecture funds to the greatest benefit of campus.

Library Committee: The Library Committee shall consist of the dean of Libraries; one library faculty member and one faculty member from each academic school or college; one undergraduate student nominated by the Student Government Association; and one graduate student nominated by the Graduate Student Council. The committee shall recommend policies governing the distribution of funds for acquiring library materials, policies for the selection and location of such materials, and library services to be offered. In cases when an appeal of library fines is filed, the chair of the Library Committee shall convene an appeals committee formed of at least three members of the Library Committee. This appeals committee shall hear all appeals of library fines and other charges and render binding judgments. It should include one member who belongs to the same patron group as the appellant (faculty, current or retired; undergraduate; graduate, etc.). If the appellant is a staff member, the appeals committee will include an appointee of the Staff Advisory Council as one of its three members.

Nontenure-Track Faculty Committee: The Nontenure-Track Faculty Committee shall consist of three tenured faculty members, three instructors, and three other nontenure-track faculty members; two department heads/chairs; and one representative of the central administration, all with staggered three-year terms. The committee will consider the special concerns of nontenure-track faculty and may propose policies relating to the status, function, and rights of nontenure-track faculty within the University. Each fall the committee chair will inform all nontenure-track faculty of the committee’s existence and purpose.
Retention Committee: The Retention Committee shall consist of the associate provost for Undergraduate Studies, the director of Academic Support, the director of Financial Aid, five faculty members, and two students. The faculty members will serve three-year rotating terms. The committee shall be responsible for continuous monitoring of the retention of undergraduate students and for recommending retention initiatives and working with the appropriate deans and student affairs staff to establish them.

Rules Committee: The Rules Committee shall consist of the secretary of the Senate as chair, the chair, the chair-elect, the immediate past chair, the secretary-elect, and six members elected by the Senate. Elected members shall serve two-year staggered terms. Election of members to two-year terms shall be held by secret ballot at each March meeting of the Senate. Candidates who receive a majority vote shall be elected, and their appointment shall become effective the following August. Nominations shall be made from the floor at the Senate’s February meeting. Information about the candidates shall be distributed to all senators with the agenda for the March meeting. All members of the committee must be members of the Senate at the time of their election. Election to fill the unexpired term of an elected member of the Rules Committee shall be held at the first meeting of the Senate after the vacancy occurs. No elected member can succeed himself or herself as an elected member except when he or she is filling an unexpired term. The committee shall serve as the Committee on Committees. All questions concerning Senate procedures shall be referred to this committee, and it shall recommend to the Senate the disposition to be made of any dispute concerning the operation of the Senate. It shall ensure that unit senators are duly elected and that no unit of the University is denied the representation to which it is entitled under these Articles. The committee should make periodic studies of the Senate with respect to its objectives and its role in faculty governance, and should recommend changes that should be made to enable the Senate to better serve the University.

Steering Committee: The Steering Committee shall consist of the chair of the Senate as chair, the provost, the chair-elect, the secretary, the secretary-elect, and the immediate past chair of the Senate together with two faculty members appointed by the president and two faculty members appointed by the Rules Committee and approved by the Senate. Appointees shall serve two-year staggered terms. The committee shall act for the Senate on those matters requiring attention between meetings of that body and shall assist the chair of the Senate in setting the agenda for Senate meetings. In addition, it shall be concerned with the academic affairs of the University, with particular attention given to the need for developing and recommending policies under which these affairs are conducted. It shall work closely with other Senate committees to aid them in their assignments and shall receive an annual written report from each committee chair describing the committee’s activities for the past year. Minutes reporting formal action taken by the Steering Committee shall be given to each member of the Senate and discussed, as desired, at the meeting of the Senate following their distribution.
Teaching Effectiveness Committee: The Teaching Effectiveness Committee shall consist of the Provost or designee and 13 faculty members, one ex officio member from the Instructional Technology Council, one ex officio member of the Biggio Center for the Enhancement of Teaching and Learning, one ex officio member from the Office of Academic Assessment, an undergraduate student nominated by the Student Government Association, and a graduate student nominated by the Graduate Student Council. Each school or college shall be represented by at least one faculty member. The committee shall review what is currently in place in the University with respect to appropriate and reasonable teaching assignments. The committee shall establish policy for the Teaching Grant-in-Aid program and review and recommend proposals for funding. It shall also evaluate existing resources for teaching, provide systematic approaches to faculty evaluation, offer formal faculty development programs, and recognize excellence in teaching.

University Writing Committee: University Writing Committee: The University Writing Committee shall consist of one faculty member from each academic college or school, one representative from the faculty of the Libraries, the Ralph “Shug” Jordan Professor of Writing, one undergraduate student, and one graduate student. The continuing/ex officio, nonvoting members are the director of University Writing, the director or designee from First-Year Composition, the director or designee from the Office of Academic Assessment, a representative or designee from the Graduate School, and a representative or designee from the Curriculum Committee. The committee shall work with the Office of University Writing to develop common principles and guidelines for incorporating intentional and significant writing experiences into every major. The committee will regularly review how programs provide writing instruction beyond the Core Curriculum and how they assess writing relevant to their discipline and will forward their recommendations regarding any new courses or changes in curriculum to the University Curriculum Committee for final approval. In addition, the committee will analyze assessment data on writing and make recommendations to departments, the Office of University Writing, and the University Senate as appropriate.

Article 5: Procedures

Section 1. Meetings: The Senate shall have one regular meeting each month during the months of August through June, except December, as scheduled by the Rules Committee. These regular meetings should be scheduled a year in advance and must be scheduled at least 30 days in advance. Special meetings may be called by the chair of the Senate at the request of the Steering Committee or the Rules Committee. A special meeting shall be called by the chair within seven days after receiving a petition signed by at least 40 percent of the members of the Senate. Notice listing the agenda shall be sent by the chair or secretary at least 48 hours before each meeting.

Section 2. Parliamentary Rules: Senate meetings shall be conducted in accordance with Robert’s Rules of Order, Revised, with the following exceptions:
a. A motion of substance not directly related to an item on the agenda, properly made and seconded, shall be placed on the agenda of the next meeting and not voted on before that meeting.

b. A two-thirds majority vote shall be required to table a motion.

Section 3. Agenda: The agenda for each meeting shall contain:

a. those matters requested by the Steering Committee;

b. any motion governed by Section 1 of this Article; and

c. items requested by any committee of the Senate.

Items in a and b shall be listed ahead of items in c. The order in which the items appear on any agenda may be changed by a majority vote of the Senate.

Section 4. Quorum: A quorum shall consist of a majority of the members of the Senate. Substitutes shall be counted toward filling a quorum.

Section 5. Minutes: The secretary shall maintain minutes of each meeting that shall include a list of those absent and the names of the substitutes.

Section 6. Titles of Positions: When a title of a University position referred to in these Articles is changed, the corresponding changes in these Articles shall be pro forma unless an objection is made by the Rules Committee or by the Board of Trustees.

Section 7. Amendments: These Articles may be amended by a two-thirds vote of the total membership of the Senate and approval of the President.

Article 6: Faculty Grievance Procedure

Section 1. Purpose: This procedure provides members of the faculty with a means of presenting grievances to other members of the faculty for evaluation and recommendation to the president.

Section 2. Definition: A grievance is a complaint of alleged

a. violation of academic freedom;

b. unfair or wrong use of procedures in matters concerning renewal of appointments or nomination for tenure or promotion—the point of the grievance being not whether tenure or promotion was granted, but whether correct procedures were followed;

c. administrative mishandling in such matters as performance evaluations, departmental
Auburn University Faculty Handbook

assignments, or other working conditions; or

d. improper or unethical activities such as failure to honor commitments, harassment, or discrimination.

A grievance may be filed by one or more faculty members affected; it may be directed against the action of one or more administrators or other members of the faculty.

Section 3. Grievance Committee Meetings: Within the first two weeks of the fall semester, or as soon as the new members of the committee are elected, the chair of the Grievance Committee shall convene the Grievance Committee for the purpose of electing a chair-elect from the second-year committee membership. In the event that the chair becomes vacant, the chair-elect shall assume the responsibilities of the chair and shall convene the Grievance Committee to elect a new chair-elect from the second-year committee membership within 30 days. The chair of the Grievance Committee shall serve from the first meeting of the committee within the first two weeks of fall semester until the end of the following summer term. The Grievance Committee shall meet on call by the chair as set forth in Section 4.b. If the chair should fail to call a meeting as specified in Section 4, then the chair of the Senate shall convene the committee and preside over its functions. The quorum for the Grievance Committee shall consist of a majority of the elected membership. Committee members who cannot attend the meeting to review the case are allowed to cast absentee votes on whether or not a hearing is merited after examination of the material sent to the Grievance Committee concerning the case. Absentee votes will not count toward the quorum.

Section 4. Functions of the Chair of the Grievance Committee: The duties of the chair shall be:

a. to receive statements of grievances under this procedure;

b. to call meetings of the Grievance Committee, as necessary, to review these statements and select members of hearing committees;

c. to inform all persons who are a party to the grievance of the names of faculty members available to serve on a hearing committee;

d. to clarify for the parties any questions relating to the procedure per se; and

e. to maintain committee records.

Section 5. Grievance Procedure:

a. A statement of grievance from members of the faculty shall be made in writing to the chair of the Grievance Committee within six months of the occurrence giving rise to the grievance. This statement shall contain a brief account of events leading to the grievance,
specifying how the griever was affected by the action in question; a concise listing with dates of steps taken to resolve the issue, including appeals; identification of the grievance as related to Article 6, Section 2 of the Faculty Grievance Procedures; and a brief specification of the redress sought. A hearing may be requested only after the grievance has been clearly identified with the person(s) against whom it is being directed and after reasonable efforts to resolve it, including appeal to immediate superiors, have failed.

b. Upon receipt of a complaint, the Faculty Grievance Committee is to determine:

1. whether the persons involved are subject to this procedure;
2. whether the issue under consideration constitutes a grievance; and
3. whether the faculty members filing the grievance have complied with the conditions of Section 5.a.

c. If the above conditions are met, the Grievance Committee shall supply to the parties involved in the grievance a written statement of the grievance to be heard; and shall then compile a list of seven members of the faculty who shall be available to serve on a hearing committee. Each member on the list must have been a member of the faculty for at least five years and must have given consent to serve and assurance that there is no direct personal involvement in the case.

d. The chair shall supply a copy of this list to each of the people involved in the grievance. Each of the opposing parties may strike two names from the list.

e. The Grievance Committee shall select three persons from the remaining list (if more than three names remain) as the Grievance Hearing Committee and shall name one of them as chair. The chair shall designate the time and place of the meetings, which shall be private.

f. The chair of the Grievance Committee, upon the request of the chair of Grievance Hearing Committee, shall make available to the Grievance Hearing Committee a second- or third-year member of the present Grievance Committee to serve in an advisory capacity on procedural matters. Observers shall be allowed only if agreeable to all parties, including the Grievance Hearing Committee. A University secretary designated by the chair of the Grievance Hearing Committee may be asked to assist the committee in its clerical functions.

g. There shall be no formal rules of evidence. Questions of procedure shall be resolved by the chair of the Grievance Hearing Committee. Personal contact concerning the grievance between the Grievance Hearing Committee and participants in the hearing prior to the formal meeting shall be limited to procedural matters only. All proceedings of the hearing shall be recorded.
h. Each party may present its own witnesses and, if it so desires, the committee may also call witnesses of its own. A list of witnesses to be heard shall be submitted to all parties ten days in advance of the hearing. With permission of the chair of the Grievance Hearing Committee, this time may be reduced to five days. The presence of witnesses at the hearing is the responsibility of the party calling the witnesses. University employees shall be excused from their regular duties to participate in the hearing. Each witness may be questioned by the parties and by members of the committee in accordance with procedures established by the chair of the Grievance Hearing Committee prior to the beginning of the hearing.

i. The Grievance Hearing Committee shall have access to all information from University sources it considers necessary to reach a decision in the case unless it is determined by the president that the information sought is confidential and not subject to release. Tenure and promotion records and records specified in the Family Educational and Privacy Act shall be considered as confidential and not subject to release.

j. The decision of the committee shall be based exclusively on evidence presented at the hearing. A majority vote of the committee shall determine the decision. All participants in the hearing should keep matters of grievances confidential.

k. The close of the formal hearing shall take place no later than 30 days following its opening. A recommendation to the president with copies sent to all parties to the grievance and to the Grievance Committee shall be made in writing by the chair of the Grievance Hearing Committee within 30 days of the close of the formal hearing. Extensions to these time limits shall be granted only upon mutual agreement by the Grievance Committee and the chair of the Grievance Hearing Committee.

l. Recordings, exhibits, and other documents pertinent to the hearing shall be retained in the University’s confidential files for six years following the close of the case. At the end of this period, they shall be destroyed in accordance with University procedures established by the University records manager.

m. The final disposition of the case, including a summary of all actions to be taken, shall be made known in writing to all parties to the grievance, the members of the Grievance Hearing Committee, and the chair of the Grievance Committee by the appropriate administrator within 60 days of the filing of the Grievance Hearing Committee’s report to the president. In unusual instances in which a decision cannot be reached within 60 days, the president shall give written notification to the persons noted above and indicate a date on which a decision can be expected.

Section 6. Right to Representation: In this procedure each party involved in the hearing may be accompanied by another person of his or her choosing. The opposing party shall be given prior notification of representation in order to have a representative present if desired. This time period
may be reduced to five days with permission of the chair of the Grievance Hearing Committee.

Section 7. Withdrawal of Grievance: Members of the faculty bringing the case may withdraw a grievance at any time subject to agreement by both parties, and such withdrawal shall be without prejudice.

Section 8. Reprisals: No reprisal shall be brought against any person for participating in any way under this procedure. Such reprisal would be grounds for instituting another grievance.

Section 9. Procedural Review: The Steering Committee shall be responsible for reviewing the procedure and appointing an ad hoc committee as needed to make recommendations of any changes that might be needed.
Section 2.2: University Committees

2.2.1 Standing University Committees

The following standing University committees report to the president of Auburn University. Shown adjacent to the name of each standing committee is the university officer currently designated by the president as the official responsible for the relevant committee.

Academic Honesty (Provost)

Advisory Committee for Drug-Free Campus and Workplace (Vice President for Student Affairs)

Campus Health and Wellness (Vice President for Student Affairs)

Central Unit Allocations (Executive Vice President)

Concessions Board (Assistant VP for Auxiliary Services)

Design Review (President)

Faculty Dismissal Hearing (President)

Graduation (Provost)

Insurance and Benefits (Vice President for Business & Finance)

Intercollegiate Athletics (President)

Master Plan (President)

Patent and Invention Disclosure (Vice President for Research)

Persons with Disabilities (President)

Post-Tenure Review (President)

Promotion and Tenure (President)

Radiological Safety (Chief Operations Officer)

Space Management and Repair and Renovation (Associate Vice President for Facilities)

Student Academic Grievance (Provost)
Auburn University Faculty Handbook

Student Conduct (Vice President for Student Affairs)

Student Insurance (Chief Operations Officer)

Traffic and Parking (Chief Operations Officer)

Traffic Appeals (Chief Operations Officer)

University Budget Advisory (President)

University Professorships Committee (Provost)

University Safety (Chief Operations Officer)

University Scholarship Appeals (Vice President of Enrollment [Management])

A description of the responsibilities of the standing University committees identified above follows. Faculty and staff committee members shall serve three-year staggered terms unless otherwise specified. Students serve one-year terms. Deliberations of committees dealing with grievance, student or faculty dismissal, discipline, promotion and tenure, and other personnel matters must remain confidential.

Composition and Charges of Standing University Committees

**Academic Honesty Committee (Provost):** The Academic Honesty Committee shall consist of fifteen faculty members; five undergraduate students recommended by the President of the Student Government Association; three graduate students appointed by the President of the Graduate Student Organization. The chair shall be designated by the president of Auburn University from among the faculty members of the committee. The committee shall administer the provisions of the Student Academic Honesty Code contained in the Code of Law of the Student Government Association. (20 members)

**Advisory Committee for a Drug-Free Campus and Workplace (Vice President for Student Affairs):** The Advisory Committee for a Drug-Free Campus and Workplace shall consist of the following persons from Auburn University, main campus: three faculty members with staggered terms; one representative from the Administrative and Professional Assembly; one member of the staff; one graduate student, one undergraduate student, and one undergraduate student alternate, each serving a one-year term; the director of Health Promotions and Wellness Initiatives, who will serve as chair; and one representative each from the Alabama Cooperative Extension System, University Health Center, Health Behavior Assessment Center (Psychology Department), Auburn Public Safety, Human Resources, Housing and Residence Life, Office of the Vice President for Student Affairs, Office of the Vice President for Research & Economic Development, the Division of Student Affairs Director of Student Conduct, the Associate
Director of Campus Safety, the Senior Associate Athletic Director, and the coordinator of Student Counseling Services, all serving continuing appointments; and the following persons from Auburn University at Montgomery (AUM): two faculty members and one staff member serving three-year staggered terms; a student serving a one-year term; and a representative of the AUM Department on a continuing term. The committee shall promote the development of the University’s drug prevention program; establish procedures to ensure the annual distribution to each student and employee of descriptions of the legal and medical risks associated with drug and alcohol abuse and of any drug or alcohol counseling, treatment, rehabilitation or reentry programs available to employees and students; and evaluate the University’s drug prevention program biennially to determine its effectiveness. (26 members)

Campus Health and Wellness Committee (Vice President for Student Affairs): The Campus Health and Wellness Committee shall consist of the director of Auburn University Medical Clinic; director of Health Promotions and Wellness Initiatives for Student Affairs; vice president for Student Affairs or designee; director of Recreational Services or designee; a representative from Student Counseling and Psychological Services; a representative from the School of Nursing; the director of Employee Benefits or designee; five faculty members, one of whom shall serve as chair; one representative from Administrative and Professional Assembly; one representative from Staff Council; two graduate students; four undergraduate students; and one undergraduate student alternate. This committee shall serve in an advisory capacity to the Auburn University Medical Clinic and shall work with Auburn University Medical Clinic and the Lifetime Wellness and Fitness Program in Recreational Services to provide comprehensive and specific health and wellness programs to the broader campus population. (21 members)

Central Unit Allocations Committee (Vice President for Business & Finance):

The Central Unit Allocations Committee shall consist of seven continuing ex officio members (four voting) and thirteen appointed members with rotating terms.

The voting ex officio members shall be the Vice President for Business & Finance as chair; the current Chair of the University Senate; the current chair of the Administrative and Professional Assembly; and the current chair of the Staff Council. Additionally, the Director of the Budget Office, and the Director of the Institutional Research Office shall serve ex officio as non-voting members.

The appointed members, all voting, shall consist of four deans or college/school business officers; four faculty members, at least two of whom shall be academic department heads/chairs; two vice presidents (or unit heads) responsible for overseeing a central support unit; the leader of one auxiliary unit; one representative from the Alabama Agricultural Experiment Station; and one representative from the Alabama Cooperative Extension System. The chairs-elect of the three employee governance groups may also participate as non-voting observers.
All appointments to the Central Unit Allocations Committee shall be made by the President upon nomination by the Provost (for deans or college/school business officers); the Provost and the Executive Vice President jointly (for central unit leaders and the auxiliary unit leader); the Director of the Agricultural Experiment Station and the Director of the Alabama Cooperative Extension System (for the representatives from those divisions); and the Rules Committee of the University Senate (for faculty members). Appointments to this committee shall be made so that no school or college has more than one appointed representative. Additionally, as far as is practicable, in the appointment of deans or college business officers to this committee due consideration shall be given to the scale, range, and variety of the University’s academic colleges and schools so that a diversity of perspectives may be assured.

The committee will promote collaboration between academic and central support units, clarify expected service levels by the central units, and evaluate the funding levels required to deliver those services at desired and realistic levels. For a rotating sample of central support units and as part of the annual budget development process, the committee shall evaluate central unit financial plans outlining the proposed unit budget and justifying additions or changes to service levels or fee structures. In the event that the committee is unable to approve a central unit’s financial plan, it shall refer the case to the University Budget Advisory Committee. The committee shall also review requests for waivers from contributions to central unit budgets, with the understanding that such waivers should be approved only in rare cases, and shall recommend any waiver requests it approves to the University Budget Advisory Committee for its approval. Finally, the committee shall develop annually a unified budget recommendation for all central support units and submit it to the University Budget Advisory Committee for final review and inclusion in the University-wide budget recommended for submission to the President. (20 members; 17 voting members)

**Concessions Board (Assistant Vice President for Auxiliary Services):** The Concessions Board shall consist of the assistant vice president for Auxiliary Services; three faculty members, one of whom shall serve as chair; one Administrative and Professional Assembly member; one staff member; two graduate students, three undergraduate students, and one undergraduate student alternate. The committee shall review proposals for the use of monies from the Concessions Fund. (12 members)

**Design Review Committee (President):** The Design Review Committee shall consist of the University architect as chair, the University planner as vice chair, and at least three faculty serving three-year staggered terms (three of these must be a registered architect/licensed architect/engineer/builder). [On-Call Resource Team: The faculty and staff of the entire University including, but not limited to, the Facilities Division, Office of Information Technology, Risk Management and Safety, Institutional Research, and the Office of Development shall be on call to assist with the charge of the committee as specific conditions dictate.] Meetings will be once per month. The committee is also expected to review
and comment on design documents, design questions, or other related topics via e-mail, electronic document transfer, or other method of communication as agreed upon by the committee, when requested by the chair. The Design Review Committee ensures that physical facility designs support the University mission and priorities, enhance and support the overall image desired for the University, and emphasize wise use of resources. The committee shall review project designs and make recommendations regarding acceptable compliance with stated goals and programs of the user/client, design guidelines, the image and character of Auburn University, and the Auburn University Comprehensive Campus Master Plan. Review shall emphasize quality of open space and landscape, architectural form and exterior appearance, primary interior spaces, and the contribution of the project to immediate surroundings and the larger campus and community context. The committee will offer recommendations regarding best practices and design guidelines, with specific emphasis on consideration of forward-looking trends and advancements in the design and construction industry. Design review may involve projects of capital improvement, renovation, adaptation, infrastructure, and occasionally maintenance. The committee reserves the right to review or waive review of any project that impacts the appearance and development of the campus. (6 members)

**Faculty Dismissal Hearing Committee (President):** The Faculty Dismissal Hearing Committee shall hear requests to dismiss tenured faculty members and make recommendations to the president following the procedure outlined in Chapter 3 of this *Faculty Handbook*.

*Election process:* Each academic college and school and the library will elect one faculty member to serve on the Faculty Dismissal Hearing Committee. The Faculty Dismissal Hearing Committee shall not have more than one member representing the same college or school or the Library. (13 members)

*Restrictions:* Faculty members must be tenured and hold the rank of professor. The chair of the committee shall be elected by the committee.

**Graduation Committee (Provost):** The Graduation Committee shall consist of the provost or designee as chair. It includes eighteen tenured and/or tenure track or clinical faculty members. One Faculty member must be from the Harrison School of Pharmacy and one must be from the College of Veterinary Medicine. Three of the eighteen faculty will serve as continuing/ex officio members: the Graduation Marshal, Macebearer, and director of Choral Music. In addition to the eighteen faculty members, other continuing/ex officio members are: the director of Campus and Community Events, the University registrar or designee, the director of Athletic Events or designee, and the dean of the Graduate School or designee. The following will serve as non-voting members: one AUM faculty member, one graduate student selected by the Graduate Student Council, and one undergraduate student (and one alternate) selected by the Student Government Association. The Committee shall be responsible for the setting and oversight of ceremony policies and procedures and the organization of each semester’s graduation exercises.
Insurance and Benefits Committee (Vice President for Business and Finance): The Insurance and Benefits Committee shall consist of the director of Payroll and Benefits, the assistant vice president for Human Resources, the executive director of Risk Management and Safety, Pharmacy officer from the School of Pharmacy, the chair of Staff Council, the immediate past chair of the Staff Council, the chair of Administrative and Professional Assembly Welfare Committee, and one administrator from AUM; four faculty members from the main campus and one from AUM. It shall also include three Administrative and Professional Assembly members, who shall serve three-year staggered terms, and one AUM Staff Council member, who shall serve a three-year term. The committee shall communicate information about insurance and other employee benefit programs to faculty and administration and consider and recommend improvements in insurance coverage. (17 members)

Intercollegiate Athletics Committee (President): The Intercollegiate Athletics Committee shall consist of 15 voting members and 5 nonvoting members, all serving at the pleasure of the President in an advisory capacity. Voting members shall include: Faculty Athletics Representative (Chair), Chief of Staff, Vice President for Student Affairs, Dean of Enrollment Services, President of the Student Government Association (SGA), President of the Student-Athlete Advisory Committee (SAAC), Chair of the Staff Council, Chair of the Administrative and Professional Assembly, Executive Director of Internal Auditing, and six faculty members serving three-year staggered terms. Ex officio nonvoting members of the committee shall consist of the President, the Provost and Senior Vice President for Academic Affairs, the Athletics Director, the Medical Advisor to the President, and the Senior Associate Athletics Director for Compliance (or their designees). The Faculty Athletics Representative shall serve as the chair of the committee. The vice chair of the committee shall be a faculty member sitting on the committee for a minimum of one year and will be selecting annually by the faculty members of the committee (subject to final approval by the President). The number of terms in which a person may serve as chair or vice chair shall not be limited. Members of the committee should have an interest in and knowledge of intercollegiate athletics, with preference given to individuals that add diversity to the committee. In keeping with NCAA bylaws, at all times, individuals from the administration and/or University Faculty (as defined in Article 2 of the University Faculty Constitution) must constitute a majority of the committee. The committee shall recommend policies for the operation of the intercollegiate athletics program at Auburn, monitor all aspects of the program for compliance with University policies, NCAA Constitution and Bylaws, and SEC Constitution and Bylaws, and assist the President and Athletics Director on any aspect of the intercollegiate athletics program for which advice or assistance as requested. The committee shall meet at least three times a year and additionally as called by the Executive Committee (as defined by the Committee’s Bylaws). (20 members)
**Master Plan (President):** The Master Plan Committee shall consist of the University Planner as Chair, the University Architect as Vice-Chair, Provost (or designee), University Engineer, the Director of the Office of Sustainability Operations, one Administrative and Professional Assembly member, and at least three faculty serving three-year staggered terms (three must be a registered architect/engineer/planner/builder). **On-Call Resource Team:** the faculty and staff of the entire University including but not limited to the Facilities Division, Office of Information Technology, Risk management and Safety, Institutional Research and the Office of Development shall be on call to assist with the charge of the committee as specific conditions dictate. Meetings will be once per semester, more or less, as agenda dictates. The Master Plan Committee formulates/adopts institutional plans and guidelines and keeps them current. The Committee reviews development of all land holdings of Auburn University and makes recommendations regarding facilities, planning, transportation planning, land planning, infrastructure and site development activities. The Committee oversees the continuing administration, maintenance, implementation, change and update of all Auburn University master plans and supporting documents, including design guidelines, The Image and Character of Auburn University and the Auburn University Comprehensive Campus Master Plan. (9 members)

**Patent and Invention Disclosure Committee (Vice President for Research):** The Patent and Invention Disclosure Committee shall consist of the director of Technology Transfer and nine faculty members representing key areas of University research such as Engineering, Pharmacy, Sciences and Mathematics, Agriculture, and Veterinary Medicine, as well as representation from faculty with expertise in areas such as marketing and economics. Members shall be appointed to three-year rotating terms. The chair shall be elected by the committee from one of the nine faculty members. The committee is charged with providing advice and recommendations as needed by the Office of Technology Transfer and the vice president for Research on issues such as the technical merit and commercial potential of technology disclosures. (10 members)

**Persons with Disabilities Committee (President):** The Persons with Disabilities Committee shall consist of the director of the Office of Accessibility as the committee chair and responsible officer, the assistant vice president for Human Resources or designee, the AA/EEO Officer or designee, the associate provost for Diversity and Multicultural Affairs or designee, the Director of the Biggio Center for the Enhancement of Teaching and Learning or designee, the director of the Office of Communications and Marketing or designee, the director of Public Safety or designee, the director of Campus Planning and Space Management, the director of Information Technology or designee, a Parking Services designee, an Athletics events designee, and three faculty selected by the Senate Rules committee (note that faculty should have knowledge of accessibility challenges and needs). The committee, working in collaboration with key campus units, shall promote a more accessible physical campus, guide the removal of campus accessibility barriers, review reporting on accessibility improvements, develop and manage a plan for the improvement of accessibility in both the instructional and electronic environments, develop accessibility plans for ER preparedness and evacuations. The
committee maintains, reviews, and periodically revises its Operational Guidelines which guides its goals and actions. (14 members)

**Post-Tenure Review Committee (President):** The Post-Tenure Review Committee is a special committee appointed by the president from nominees provided by the Rules Committee of the University Senate. The committee shall review dossiers of faculty participating in the University’s post-tenure review procedure and advise the president. Membership shall include eight faculty currently holding tenure and the rank of professor; and provost as chair (faculty members cannot serve in any regular administrative position, including department head/chair, at the time of their service on this committee). (9 members)

**Promotion and Tenure Committee (President):** The Promotion and Tenure Committee shall consist of the provost as chair and 13 faculty members, at least one from each college/school and one from the library. In cases in which the president is unable to complete the staffing of the committee from the list of nominees provided by the Rules Committee, the president may require the Rules Committee to nominate additional faculty members. Faculty members cannot serve in any regular administrative position, including that of department head/chair, at the time of their service on the committee. Promotion and Tenure Committee members must be tenured and should hold the rank of professor. The committee shall review departmental and school or college recommendations on candidates for promotion and tenure and make recommendations to the president. The vice president for Research and the Vice President for University Outreach shall serve as nonvoting members. (16 members)

**Radiological Safety Committee (Chief Operation Officer):** The Radiological Safety Committee shall consist of the Radiological Safety officer, the associate director of Risk Management and Safety, the assistant vice president for Facilities or designee, the Physics Department head or designee, the director of the MRI Research Facility or designee, and a representative of the largest radiation sources on campus; six faculty members with at least three of whom have knowledge of the safe use of ionizing radiation, and including at least one faculty member with knowledge of laser safety and operation and one with knowledge of the use of radiation in experimental biological systems. The chair of the committee shall be a faculty member serving in the second or third year of that person’s three-year term; the Radiological Safety officer serves as committee secretary. The committee is delegated authority for radiological safety and magnetic safety concerns at the University. Committee responsibilities include establishment of policies and procedures, compliance with appropriate state and federal regulations, review of all applications and licenses for the use of ionizing and non-ionizing radiation at Auburn University, and assurance that each person working with radioactive materials and radiation-producing devices is qualified by training and experience to safely perform such work. (12 members)

**Space Management and Repair and Renovation Committee (Associate Vice President for Facilities):** The Space Management and Repair and Renovation Committee shall consist...
of eleven continuing *ex officio* members (seven voting) and eight appointed members with rotating terms. The voting *ex officio* members shall be the Associate Vice President for Facilities as chair; the Associate Vice President for Auxiliary Services; the Associate Provost; the Vice President for Research and Economic Development; the Athletics Director; the Vice President and Associate Provost for Student Affairs; and the chair of the University Senate. Each of these, except the chair of the committee, may designate another person to represent them. Additionally, the Controller, the University Engineer, the Executive Director of Design and Construction, and a representative of the Office of Campus Planning and Space Management shall serve *ex officio* as non-voting members. The appointed members, all voting, shall consist of three deans or college/school business officers; three faculty members, at least one of whom shall be an academic department head/chair; one representative from the Alabama Agricultural Experiment Station; and one representative from the Alabama Cooperative Extension System.

All appointments to the Space Management and Repair and Renovation Committee shall be made by the President upon nomination by the Provost (for deans or college/school business officers); the Director of the Agricultural Experiment Station and the Director of the Alabama Cooperative Extension System (for the representatives from those divisions); and the Rules Committee of the University Senate (for faculty members). Appointments to this committee shall be made so that no school or college has more than one appointed representative. Additionally, as far as is practicable, in the appointment of deans or college business officers to this committee due consideration shall be given to the scale, range, and variety of the University’s academic colleges and schools so that a diversity of perspectives may be assured.

The committee shall advise University leadership on the use of the University’s repair and renovation (R&R) funding to support the maintenance, repair, and improvements to facilities and grounds across the University. Toward that end, the committee shall review the University’s annual R&R funding levels and make recommendations to the University Budget Advisory Committee regarding future funding. In developing its recommendations, the committee shall review prior year R&R funding by major category and make recommendations to the University Budget Advisory Committee regarding future funding allocations by category. Additionally, the committee shall serve as a broker for units wishing to give up or acquire space and shall advise University leadership on the development of policies and procedures for the management and brokerage of space. To this end, the committee shall ensure that the University’s space data is accurate and reliable and shall consistently monitor updates to the University’s space database to support accurate and equitable space-based cost allocations, recommending, as necessary, the conduct of space audits. Additionally, the committee may review the space allocations and exemptions utilized in the Strategic Budget model for colleges/schools and other units to ensure they are consistent and equitable. (19 members; 15 voting members)

**Student Academic Grievance Committee (Provost):** The Student Academic Grievance Committee shall consist of one administrator from a relevant field and one alternate; three faculty members and one alternate; two undergraduate students and one alternate; one graduate student and one graduate student alternate. The committee shall resolve academic grievances of students that result from actions of faculty or administrators. The *Student
Policy eHandbook, Auburn University’s student handbook, provides the guidelines for this procedure (see Section 4.7.1 in the present handbook). Faculty members shall serve three-year terms, and their appointments shall be arranged so that one faculty member is replaced each year. Their terms of service shall start in fall semester of the year of their appointment. The chairman of the committee shall be appointed from among these faculty members nominated by the Senate Rules Committee in consultation with the president of the University. No person shall serve as chairman for more than three years. (11 members)

**Student Conduct Committee (Vice President for Student Affairs):** The Student Conduct Committee shall consist of 11 faculty members, two of whom will be co-chairs; the director of Student Conduct for the vice president for Student Affairs (nonvoting); one Administrative and Professional Assembly member; ten undergraduate students; and two graduate students. The committee shall conduct hearings into alleged violations related to students and registered student organizations of the University Code of Student Conduct and make recommendations to the vice president for Student Affairs or his or her designee regarding the handling of violations. The University Code of Student Conduct can be found in the Student Policy eHandbook, Auburn University’s student handbook. (25 members)

**Student Insurance Committee (Chief Operations Officer):** The Student Insurance Committee shall consist of the vice president for Student Affairs or designee; executive vice president or designee; director of the Office of Risk Management and Safety or designee; AUM vice president for Student Affairs or designee; Student Government Association president or designee; Student Government Association (SGA) treasurer or designee; Graduate Student Council president or designee; AUM Student Government Association president or designee; the director of the Auburn University Medical Clinic or designee, the Auburn University Pharmacy Officer or designee, and the pharmacist in charge of the Auburn University Student Pharmacy, who shall serve as nonvoting members; one faculty member; one graduate student appointed by the Graduate Student Council president; and three undergraduate students appointed by the SGA president. The committee shall supervise the management practices of the Student Accident and Sickness Insurance Plan in an effort to serve the best interests of the student body, and make recommendations to the administration concerning the plan. (16 members)

**Traffic and Parking Committee (Chief Operations Officer):** The Traffic and Parking Committee shall consist of the University engineer as chair, the University architect as vice chair, the University planner, the director of Transportation Services, the director of Public Safety and Security or designee, Athletic director or designee; Americans with Disabilities Act coordinator or designee; three faculty members; two Administrative and Professional Assembly members; two staff members serving two-year staggered terms; one graduate student; four undergraduate students, one of whom must be a resident of University Student Housing; and one undergraduate student alternate. The committee shall accept suggestions, comments, and complaints relative to the parking of vehicles and the movement of vehicular/pedestrian traffic on campus. Its primary concerns shall be the safety and well-
being of students, faculty, staff, vendors, and visitors and the orderly and efficient parking/movement of vehicles and persons. The committee shall be expected to make recommendations regarding parking lot zoning and zone enforcement procedures; costs and procedures for vehicle registration; procedures and regulations for parking and traffic movement during athletic events, pavement markings, signage, signalization, site lighting, handicapped parking/access, pedestrian malls, shuttle-bus systems, and bicycles/skateboards, etc. It is recommended that an appointee to this committee not serve on any traffic appeals board. (20 members)

**Traffic Appeals Board (Chief Operations Officer):** The Traffic Appeals Board consists of three boards: Tuesday Traffic Appeals Board, Wednesday Traffic Appeals Board, and Thursday Traffic Appeals Board. The membership composition is the same for each board. The Manager of Parking Operations, or designee, serves as the non-voting chair of each board. Each board shall consist of two faculty members; one Administrative and Professional Assembly member; one member of the Staff Council; one graduate student; one graduate student alternate; two undergraduate students; and two undergraduate student alternates. The boards shall arbitrate disputes arising from the Auburn Public Safety and Parking Services issuance of parking and traffic citations. The boards shall not arbitrate citations involving moving offenses (e.g., speeding, failure to display signals), which shall instead be referred to the City of Auburn court system. The boards shall fairly and consistently interpret and apply the Auburn University Traffic and Parking Regulations developed by the Traffic and Parking Committee. The boards shall not make regulations nor render engineering/policy decisions. The boards are judicial in character but are encouraged to provide input related to new regulations, or proposed changes of existing regulations, to the Traffic and Parking Committee as they feel appropriate. It is recommended that an appointee to this committee not serve on the Traffic and Parking Committee. (11 members per board)

**University Budget Advisory Committee (Provost; Vice President for Business & Finance):** The University Budget Advisory Committee shall consist of eight continuing *ex officio* members (five voting) and eight appointed members with rotating terms.

The voting *ex officio* members shall be the Provost and the Vice President for Business & Finance as co-chairs; the immediate past chair of the University Senate; the immediate past chair of the Administrative and Professional Assembly; and the immediate past chair of the Staff Council.

Additionally, the Director of the Budget Office, and the Associate Provost shall serve *ex officio* as non-voting members.

The appointed members, all voting, shall consist of four deans and four faculty members, at least two of whom shall be academic department heads/chairs.

All appointments to the University Budget Advisory Committee shall be made by the President upon nomination by the Provost (for deans) and the Rules Committee of the
University Senate (for faculty members). Appointments to this committee shall be made so that no school or college has more than one appointed representative. Additionally, as far as is practicable, in the appointment of deans and faculty members to this committee due consideration shall be given to the scale, range, and variety of the University’s academic colleges and schools so that a diversity of perspectives may be assured.

The committee shall review and recommend to senior leadership the comprehensive University budget submitted to the President for final approval by the Board of Trustees. In particular, the committee shall advise the University’s senior leadership on the use and strategic allocation of resources from the University’s Mission Enhancement Fund. Because the University fulfills its mission across an array of disciplines that face inherently different cost structures, the committee should develop allocation recommendations so that a portion of the Mission Enhancement Fund is used to support colleges and schools that, for structural reasons, cannot cover their own full costs, while the balance of the available funding is invested in strategic initiatives consistent with the mission and priorities of the institution. The committee shall also evaluate any central unit budget requests that are not resolved by the Central Unit Allocation Committee, recommending either a change in those budgets or in service levels or costs. At five-year intervals, the committee shall propose a Strategic Budget Model Review Task Force, appointed by the Provost and Executive Vice President, to conduct a thorough review and evaluation of all budget model components to ensure continued alignment with the University’s mission, to promote desired behaviors, and to mitigate unintended consequences. In proposing the membership and charge for each periodic task force, the committee shall bear in mind that the components to be reviewed shall include, without being limited to, the allocation method for tuition revenues, the allocation method for Division I state appropriations, the variables used to determine allocations of central unit costs, and the participation rate needed to sustain the Mission Enhancement Fund. (16 members; 13 voting members)

University Professorships Committee (Provost): The University Professorships Committee shall consist of the Provost (or designee) as chair, and six faculty members. Three of the faculty members must be current or former alumni professors and three faculty members must be current or former chaired professors other than alumni professors. The committee shall review nominations for alumni professorships, University professorships, and other professorships as needed and shall make recommendations to the President about appointments to these positions based on the nominees’ contributions to the University’s mission. (7 members)

University Safety Committee (Chief Operation Officer): The University Safety Committee shall consist of no fewer than 15 members. The following shall serve continuing appointments: the associate director of Risk Management and Safety as chair; executive director of Public Safety and Security; associate director Public Safety, Information, and Education or designee; Master Plan Implementation engineer (Facilities Campus Planning and Space Management); the director of Intercollegiate Athletics or designee; the associate
directors of the Alabama Agricultural Experiment Stations or designee; Facilities Safety manager; the Assistant Vice President for Human Resources or designee; the president of the Graduate Student Council or designee and the president of the Student Government Association or designee, all of whom shall serve on an annual basis; the director of Public Safety, AUM; the director of the Alabama Cooperative Extension System or designee; one representative from the Administrative and Professional Assembly; and the executive director of Information Technology or designee. Four faculty members shall serve three-year rotating terms, three of whom shall be from the main campus and one from AUM. The committee shall assist in establishing and maintaining a comprehensive safety program that shall help Auburn University achieve the goal of providing a safe and healthful environment for the faculty, staff, students, and visitors on the main campus, at AUM, and throughout the broad networks of the Alabama Agricultural Experiment Stations and the Alabama Cooperative Extension System. (18 members)

**University Scholarship Appeals Committee (Vice President for Enrollment Management):** The University Scholarship Appeals Committee shall review scholarship appeals for four-year institutionally funded merit scholarships. The Director of University Scholarships (as committee chair), a representative from Academic Support, and a representative from the Office of Accessibility shall serve continuing appointments. The committee shall also consist of three faculty members and two undergraduate students. (8 members)

### 2.2.2 Faculty Participation in Senate and University Committees

Standing University committees are appointed by and are advisory to the president. These committees may be under the purview of a member of the University’s central administration who shall be responsible for convening these committees at regular intervals and whenever the need for committee action arises. Each standing committee shall have a written statement of its operating procedures. A list of all members of all standing Senate and University committees shall be distributed each fall by the Office of the President.

In the spring of each year, faculty members are given an opportunity to express interest in serving on Senate and University standing committees and to nominate others for those committees. Using this information, the Senate Rules Committee submits nominations for membership on Senate committees to the Senate for approval and makes recommendations to the president for membership on University committees. When a University committee requires its members to have particular expertise, the Rules Committee may consult with administrative officers prior to submitting its list of nominations. In cases in which the president is unable to complete the staffing of a University committee from the list of nominees provided by the Rules Committee, the president may require the Rules Committee to make additional nominations, and may propose other individuals who would be more appropriate for the particular committee’s needs.
Committee appointments shall become effective at the beginning of the fall semester and shall expire at the end of the summer term. Chairs of standing University committees are designated by the president.

In addition to the standing committees described in the Senate constitution and those listed in this chapter, there are typically a number of ad hoc committees. This group includes search committees, review committees (e.g., for the Alabama Commission on Higher Education [ACHE] and for the Southern Association of Colleges and Schools [SACS]), and committees to address specific short-term problems. Faculty members are appointed to these committees by administrators involved in the issue at hand, in consultation with the Senate Rules Committee, as appropriate.

Section 2.3: Faculty Participation in the Selection and Evaluation of Administrators

2.3.1 Policy on Selection of Executive Officers of the University

The Board of Trustees has established the following policies concerning the selection of administrators (Board Policies Manual, B-1-2):

The Board of Trustees, in accordance with State of Alabama statutes, has the power and responsibility to “organize the institute by appointing a corps of instructors, who shall be styled the faculty of the University and such other instructors and officers as the interest of the University may require.” To assist in that process, the Board may delegate aspects of that responsibility to the President of the University.

Described in the paragraphs below are procedures to be followed in the selection and appointment of key administrators of the university. The Board has primary responsibility for appointment of the President, and relies upon the President’s recommendations in the appointment of the Provost, AUM Chancellor, Vice Presidents and Director of Intercollegiate Athletics.

President: As identified in the Bylaws of the Board of Trustees, the President of the University is elected by and serves at the pleasure of the Board of Trustees. The President is the Chief Executive Officer of the University, and terms of employment and areas of responsibility are outlined in the Bylaws. When the position of University President becomes vacant, the Board of Trustees shall constitute the search and selection committee, whose responsibility it shall be to identify candidates for the presidency. At its discretion, the Board may rely upon the assistance of one or more advisory committees composed of Trustees, Auburn and AUM faculty and students, Alumni Association members, and others. Such advisory groups, if utilized, shall be appointed by the President Pro Tempore of the Board of Trustees, who shall serve as the chair of each. Appointment to the office of
President is by the Board of Trustees, who fix the term and conditions of employment.

**Provost and AUM Chancellor:** Appointment to the positions of Provost at Auburn University and Chancellor at AUM shall be by the President of Auburn University, upon prior approval by the Board of Trustees. Search committees assembled to identify candidates for these positions shall include at least one member of the Board of Trustees. The Provost, as the University’s second most senior administrator, shall have the responsibility, under the direction of the President, for coordination and oversight of the University’s academic, research and extension programs. The Chancellor bears similar responsibility for overall administration of the Montgomery campus. Trustees shall participate in these searches on a rotating basis, so that involvement can be shared. (The procedure for obtaining Board approval will be determined jointly by the President, Board President Pro Tempore, and the Trustees who serve on the search committee.)

**Vice Presidents and Director of Intercollegiate Athletics:** Appointment to Vice Presidential positions and the Director of Intercollegiate Athletics shall be by the President, upon prior consultation with the Board of Trustees. Search committees assembled to identify candidates for these positions shall include at least one member of the Board of Trustees, on a rotating basis.

When the President has received the committee’s reports, the Board will be informed of the person the President plans to appoint. Such notice shall include a copy of the individual’s vita and other relevant information. (The procedure for consulting with the Board will be determined jointly by the President, Board President Pro Tempore, and the Trustees who serve on the search committee.)

### 2.3.2 Selection of Deans and Department Heads/Chairs

**Deans:** Deans are appointed by the president upon recommendation of the provost and with the advice of search committees whose composition should reflect the primacy of faculty interest in the position. The faculty members on such search committees shall be selected so as to ensure broad representation of the programs in the school or college involved, as well as other interests within the University, and shall be selected in consultation with departmental faculty.

**Department Heads/Chairs:** Auburn University adheres to the “Joint Statement on Government of Colleges and Universities” adopted by the American Council on Education, the Association of Governing Boards of Universities and Colleges, and the American Association of University Professors regarding the selection of department heads/chairs: “The chair or head of a department, who serves as the chief representative of the department within an institution, should be selected by departmental election or by appointment following consultation with members of the department and of related departments; appointments should normally be in conformity with the department members’ judgment. The chair or department head should not have tenure in office; tenure as a faculty member is a matter of
separate right. The chair or head should serve for a stated term but without prejudice to reeelection or to reappointment by procedures that involve appropriate faculty consultation. Board, administration, and faculty should all bear in mind that the department chair or head has a special obligation to build a department strong in scholarship and teaching capacity.” Department heads/chairs are appointed by the dean.

2.3.3 Evaluation of Administrators

Auburn University adheres to the principle that there should be periodic review of the performance of the president and other academic administrators. The purpose of such periodic reviews should be the improvement of the performance of the administrator during his or her term of office. The University Senate’s Administrator Evaluation Committee is charged with the responsibility of soliciting information from the faculty that may be used to achieve improved administration.

Chapter 3
Faculty Personnel Policies and Procedures

Introduction (p. 3-4)

Section 3.1: Academic Freedom and Responsibility (p. 3-5)

3.1.1 AAUP Statement of Principles on Academic Freedom and Tenure ♦

Academic Freedom

Academic Tenure

3.1.2 Faculty Responsibility ♦
Section 3.2: Affirmative Action and Equal Employment Opportunity (p. 3-8)

3.2.1 Policies Pertaining to the Workplace

3.2.2 Intimate Relations Policy

Section 3.3: Faculty Appointments (p. 3-9)

3.3.1 Overview of Faculty Personnel Policies ‡

3.3.2 Kinds of Appointment ‡

3.3.3 Initial Appointment ‡

Prior Service

3.3.4 Academic Ranks and Promotion ‡

3.3.5 Continuation of Appointment ‡

3.3.6 Policy on Administrator Return to Faculty Position

Section 3.4: Endowed and Distinguished Professorships (p. 3-17)

3.4.1 Guidelines for the Appointment of Endowed Chairs and Professorships

3.4.2 Distinguished University Professor ‡
Section 3.5: Nontenure-Track Faculty (p. 3-17)

3.5.1 Guidelines for Establishing and Filling Positions in the Lecturer Title Series

3.5.2 Guidelines for Establishing and Filling Positions in the Clinician Title Series

3.5.3 Guidelines for Establishing and Filling Positions in the Research Title Series

3.5.4 Provost’s Guidelines for Unit-Specific Clinical Title Series Promotion Criteria

3.5.5 Provost’s Guidelines for Unit-Specific Research Title Series Promotion Criteria

3.5.6 Provost’s Guidelines for Unit-Specific Lecturer Title Series Promotion Criteria

3.5.7 Guidelines for Establishing and Filling Positions in the Professor of Practice Title Series

Section 3.6: Promotion and Tenure of Tenure-Track Faculty (p. 3-44)

3.6.1 Promotion and Tenure Considerations ‡

A. Teaching

B. Research/Creative Work

C. Outreach

D. Service

3.6.2 Tenure Criteria and Considerations ‡

3.6.3 Effective Implementation of Promotion and Tenure Guidelines

3.6.4 Eligibility for Promotion and Tenure ‡

   de Facto Tenure

3.6.5 Policy and Procedure for Promotion and Tenure ‡

   A. Initiation of the Process

   B. Participating Faculty

   C. Information on the Candidate

      (1) General Instructions

      (2) Information to Be Supplied by the Candidate

      Scholarly Contributions by the Candidate

Chapter 3-2
(3) Information to Be Supplied by the Department Head/Chair

(4) Guidelines for External Evaluator Selection for Faculty Evaluation (Template)

(5) External Evaluation Sample Solicitation Letter (Template)

D. Consideration of the Candidate

E. The Department’s and Dean’s Recommendation

F. Submission of the Candidate’s Dossier

G. Schedule

H. University Level Review and Recommendation and Notification of the Candidate

3.6.6 Appeal of Promotion and Tenure Decisions ‡

Section 3.7: Evaluations and Reviews (p. 3-61)

3.7.1 Faculty Annual Review

3.7.2 Third-Year Review

3.7.3 Post-Tenure Review

3.7.4 Provost’s Administrative Review Guidelines

Section 3.8: Faculty Development (p. 3-69)

3.8.1 Professional Improvement Leave ‡

A. With Pay

B. Without Pay

C. Professional Improvement Leave for Members of the ACES

3.8.2 External Residential Fellowships

Section 3.9: Termination of Faculty Appointments (p. 3-71)

3.9.1 Noncontinuation of Appointment ‡

3.9.2 Dismissal ‡

3.9.3 Termination because of Financial Exigency ‡
3.9.4 Termination without Financial Exigency ‡

Section 3.10: Retirement (p. 3-80)

3.10.1 Retired Faculty ‡

3.10.2 Retirement Promotion Policy and Procedures ‡

3.10.3 Emeritus Status Policy and Procedures ‡

‡ Policies that require Board of Trustees approval

Introduction ‡

The Board of Trustees of Auburn University is charged with the responsibility of the management and control of the University under the provisions of Amendment 161 (formerly Section 266) of the 1901 Constitution of the State of Alabama. These responsibilities are further elaborated in Sections 16-48-1 et seq., Code of Alabama, 1975.

The Board cannot waive these duties and responsibilities to the people of Alabama for the continuation, growth, and services of the University as a land-grant university with clearly defined obligations for the advancement of knowledge through teaching, research, and outreach. Nor can the Board take lightly its responsibilities for financial control and effective operation of the University.

The Board recognizes as fact that the educational purposes of the University can be achieved only in a climate in which its faculty may enjoy the academic freedom that has traditionally prevailed in American universities and colleges. The Board supports the scholarly goals of the institution, which include dedication to the advancement of knowledge through the search for truth and the freedom to communicate information so gained.

The Board subscribes to the principles stated in the 1940 Statement of Principles on Academic Freedom and Tenure of the American Association of University Professors that has been endorsed by the Association of American Colleges, the American Association for Higher Education, and the American Council of Learned Societies, and that is quoted below.

The Board also subscribes to the principles incorporated in the American Association of University Professors’ 1982 Recommended Institutional Regulations on Academic Freedom and Tenure. These principles shall apply to all faculty members who hold academic appointments as described in this chapter of the Faculty Handbook as well as prospective faculty to whom Auburn has extended an offer of employment.
The Board holds strongly that correlative with the rights of academic tenure and academic freedom is the responsibility of all faculty members for the fulfillment of their duties as assigned by the University so that the University can fulfill its obligation to its students and to society. The specific details set forth in this chapter of the *Faculty Handbook*, as periodically revised, constitute the policies and procedures applicable to appointment, promotion, tenure, noncontinuance, dismissal, and retirement at Auburn University.

In order to assure that the faculty members nominated for promotion and tenure receive full consideration by their peers as well as by appropriate administrative personnel, the Board directs that all faculty being considered for promotion and/or tenure be reviewed at the following levels: (1) eligible department faculty members, (2) the department head/chair, (3) the college or school dean in conjunction with an advisory college- or school-level committee as may be established by the dean, (4) the Promotion and Tenure Committee, and (5) the University president.

The Board recognizes that universities may experience periods of financial stress that threaten the continuation of personnel and/or programs. Should such a situation of financial stress arise, the Board supports the principles that faculty members be apprised of the extent and seriousness of the financial problem with appropriate documentation; and that faculty members as well as administrators should be involved in formulating any plans that would result in discontinuation of either programs or personnel.

**Section 3.1: Academic Freedom and Responsibility**

**3.1.1 AAUP Statement of Principles on Academic Freedom and Tenure‡**

This statement is quoted from the AAUP Policy Documents and Reports, 2006, 3-4:

> The purpose of this statement is to promote public understanding and support of academic freedom and tenure and agreement upon procedures to assure them in colleges and universities. Institutions of higher education are conducted for the common good and not to further the interest of either the individual teacher [including “the investigator who is attached to an academic institution without teaching duties”] or the institution as a whole. The common good depends upon the free search for truth and its free exposition.

> Academic freedom is essential to these purposes and applies to both teaching and research. Freedom in research is fundamental to the advancement of truth. Academic freedom in its teaching aspect is fundamental for the protection of the rights of the teacher in teaching and of the student to freedom in learning. It carries duties correlative with rights.
Tenure is a means to certain ends; specifically: 1) freedom of teaching and research and of extramural activities, and 2) a sufficient degree of economic security to make the profession attractive to men and women of ability. Freedom and economic security, hence, tenure, are indispensable to the success of an institution in fulfilling its obligations to its students and to society.

**Academic Freedom**

1. Teachers are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.

2. Teachers are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.

3. College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write on matters of public interest as well as matters related to professional duties and the functioning of the University, they should be free from institutional censorship or discipline. Academic responsibility implies the faithful performance of professional duties and obligations, the recognition of the demands of the scholarly enterprise, and the candor to make it clear that when one is speaking or writing on matters of public interest, one is not speaking for the institution.

**Academic Tenure**

After the expiration of a probationary period, teachers or investigators should have permanent or continuous tenure, and their service should be terminated only for adequate cause, except in the case of retirement for age, or under extraordinary circumstances because of financial exigencies.

In the interpretation of this principle it is understood that the following represents acceptable academic practice:

1. The precise terms and conditions of every appointment should be stated in writing and be in the possession of both institution and teacher before the appointment is consummated.

Chapter 3-6
2. Beginning with appointment to the rank of full-time instructor or a higher rank, the probationary period should not exceed seven years, including within this period full-time service in all institutions of higher education; but subject to the proviso that when, after a term of probationary service of more than three years in one or more institutions, a teacher is called to another institution it may be agreed in writing that the new appointment is for a probationary period of not more than four years, even though thereby the person’s total probationary period in the academic profession is extended beyond the normal maximum of seven years. Notice should be given at least one year prior to the expiration of the probationary period if the teacher is not to be continued in service after the expiration of that period.

3. During the probationary period a teacher should have the academic freedom that all other members of the faculty have.

4. Termination for cause of a continuous appointment, or the dismissal for cause of a teacher prior to the expiration of a term appointment, should, if possible, be considered by both a faculty committee and the governing board of the institution. In all cases where the facts are in dispute, the accused teacher should be informed before the hearing in writing of the charges and should have the opportunity to be heard in his or her own defense by all bodies that pass judgment upon the case. The teacher should be permitted to be accompanied by an advisor of his or her own choosing who may act as counsel. There should be a full stenographic record of the hearing available to the parties concerned. In the hearing of charges of incompetence the testimony should include that of teachers and other scholars, either from the teacher’s own or from other institutions. Teachers on continuous appointment who are dismissed for reasons not involving moral turpitude should receive their salaries for at least a year from the date of notification of dismissal whether or not they are continued in their duties at the institution.

5. Termination of a continuous appointment because of financial exigency should be demonstrably bona fide.

### 3.1.2 Faculty Responsibility

Faculty members should recognize that with the protections afforded by academic freedom and by tenure they enjoy certain privileges not afforded to all members of society. Such protections carry responsibilities. It is incumbent on a faculty member to observe the policies and practices that are described in this handbook that pertain to the well-being of the University, the students, and society. To this end, faculty members must recognize their obligation to ensure that the University remains a place characterized by the free exchange of ideas, the pursuit of knowledge, and tolerance for the opinions of others.
It is also incumbent upon all faculty members to practice proper employment ethics. When evaluating the possibility of leaving the University relatively late in the academic year, a faculty member should consider in a professional manner any unfavorable consequences that might accrue to Auburn University, including commitments to the satisfactory completion or resolution of ongoing instructional, research, outreach, and service projects that would be adversely affected by the faculty member’s departure on short notice.

Section 3.2: Affirmative Action and Equal Employment Opportunity

3.2.1 Policies Pertaining to the Workplace

As an equal opportunity and affirmative action employer, the University does not discriminate against or permit harassment of employees on the basis of race, color, sex, religion, national origin, age, disability, veteran status, sexual orientation, or genetic information. The Office of Affirmative Action/Equal Employment Opportunity has overall responsibility for the management of the University’s equal opportunity and nondiscrimination policies. The University also has the policy of providing a drug-free workplace environment. It is important that all University employees familiarize themselves with Auburn’s complete official policies on these issues, which can be found at:

The Americans with Disabilities Act (ADA) Accommodations Policy  
https://sites.auburn.edu/admin/universitypolicies/Policies/ADAAccommodationsPolicy.pdf

Affirmative Action Policy on the Employment of Individuals with Disabilities  
https://sites.auburn.edu/admin/universitypolicies/Policies/AffirmativeActionPolicyontheEmploymentofIndividualswithDisabilities.pdf

Affirmative Action Policy on Employment of Veterans  
https://sites.auburn.edu/admin/universitypolicies/Policies/AffirmativeActionPolicyontheEmploymentofVeterans.pdf

Equal Employment Opportunity Policy  
https://sites.auburn.edu/admin/universitypolicies/Policies/EqualEmploymentOpportunityPolicy.pdf

Policy Regarding Prohibited Harassment of Employees  
https://sites.auburn.edu/admin/universitypolicies/Policies/PolicyRegardingProhibitedHarassmentofEmployees.pdf
Policy Regarding Prohibited Harassment of Students
https://sites.auburn.edu/admin/universitypolicies/Policies/PolicyRegardingtheProhibitedHarassmentofStudents.pdf

Drug-Free Campus and Workplace Policy
https://sites.auburn.edu/admin/universitypolicies/Policies/ADrugFreeCampusandWorkPlacePolicy.pdf

3.2.2 Intimate Relations Policy

Auburn University prohibits all faculty, administrators, and supervisors, including graduate teaching assistants, from pursuing or engaging in romantic or sexual relationships with students, both graduate and undergraduate, whom they are currently supervising or teaching. Violations should be promptly reported to the University’s Affirmative Action Office. Violations of this policy will be addressed through appropriate disciplinary action.

Section 3.3: Faculty Appointments

3.3.1 Overview of Faculty Personnel Policies

Auburn University recognizes that its success as an educational institution depends largely upon its ability to attract and retain well-educated, talented, and dedicated faculty members. Thus, within available resources, it rewards individuals who demonstrate high-quality performance in its primary activities—teaching, research/creative work, and outreach—by granting promotion, tenure, and salary increases. This section of the Faculty Handbook provides definitions, criteria, and procedures for initial faculty appointments and for the granting of academic promotions and tenure. Appointments to the faculty, promotions in rank, and tenure decisions are made by the president in accord with the policies established by the Board of Trustees.

The faculty consists of academically qualified individuals whose obligations include (1) the teaching of students, (2) the discovery of new knowledge through research or other creative work, and (3) the dissemination or application of knowledge through outreach. In addition, all faculty have an obligation of service to the University. All faculty members who are eligible for academic rank and tenure shall have assignments that will provide the opportunity to participate in appropriate combinations of these activities as determined in the faculty member’s department.

Individuals involved exclusively in roles supportive of the institution’s primary functions—such as executives, administrators, managers, technicians, and clerical staff—do not as such have faculty status. However, academic administrators who have faculty status are eligible for academic rank, promotions, and tenure, subject to the provisions and procedures described here. Members of the same family may be appointed to the faculty, but one may not exercise direct
administrative supervision over the other.

Eligibility for academic rank and tenure is accorded to faculty members assigned teaching, research, and outreach roles within traditional departments. Promotion and tenure are based on a faculty member’s meritorious performance, over a sustained period, of the duties and functions to which he or she has been assigned along with significant contributions to other recognized activities of the University. Standards for promotion and tenure are based on the weights of each performance area as described in the letter of offer and subsequent annual evaluations. In some colleges or schools, the percentages of time and effort to be devoted to each assigned area are determined by funding sources; in others, the percentages are set after discussion by the department head/chair and the faculty member and may or may not coincide with the source of the faculty member’s salary. The University recognizes that, in practice, these areas may overlap. Percentages for faculty members on nine-month appointments shall be based on the nine months of appointment. These percentages are taken into account as the faculty member is evaluated for promotion and tenure.

Whatever the percentages that define an appointment, a candidate for promotion and tenure must be engaged in an appropriate combination of (1) teaching, (2) research/creative work, and (3) outreach. In addition, all faculty have an obligation for University service. Provost-approved departmental guidelines will be used as the evaluation method for all performance areas for candidates covered by the guidelines. For candidates without approved departmental guidelines, the outline of material to be submitted for consideration for promotion and tenure (printed in this chapter) indicates that the University is prepared to interpret teaching, outreach, and research/creative work with a considerable degree of flexibility in order to accommodate the wide variety of work in which faculty members engage. Teaching is understood to include a variety of ways in which information and skills are passed on, such as classroom teaching, direction of advanced students, in service training, or off-campus instruction. Research/creative work is understood to include a variety of original scholarly activities such as basic research, applied research, interpretive or case studies, and artistic performances. Outreach is understood to be instruction, research, and other activities that are applied to the direct benefit of external audiences and that is directly relevant to the mission of the units in which the contributing faculty members work, including such activities as off-campus instruction and applied research that overlap with traditional instruction and research. In this sense outreach is understood as a function rather than as an organization; it includes activities of faculty associated with the Alabama Cooperative Extension System as well as those whose outreach work is sponsored by Auburn institutes or external sources and those who conduct outreach in support of their departmental missions. In addition, a candidate for promotion and tenure must recognize his or her obligation to provide the University with some kind of service, although expectations in the area of departmental, college or school, and/or University service for an assistant professor are typically modest.

The normal progression to tenured status is from a probationary appointment. A faculty member
on joint appointment involving two or more departments is eligible for tenure in the department claiming the greatest share of the appointment or, in the case of an even share, in the department preferred by the faculty member. A faculty member on part-time appointment is not eligible for tenure. A member of the faculty or an academic administrator who also has faculty status can earn and retain tenure only in his or her faculty appointment.

This chapter also includes policies and procedures specific to nontenure-track faculty positions.

Through the policies and procedures described below, the University seeks to achieve a well-balanced educational program that is consonant with its stated mission and with excellence in all of its parts.

3.3.2 Kinds of Appointment

Members of the faculty of Auburn University are appointed to temporary, probationary, tenured, or continuing positions. Joint appointments, where half the appointment is a faculty appointment, fall under one of these classifications.

The professorial faculty includes the ranks of instructor, assistant professor, associate professor, professor, and their equivalents of librarian and archivist I, II, III, and IV. The equivalent ranks for librarians and archivists apply here and throughout this document. Except for the ranks of instructor, librarian I, and archivist I, these are tenure-track positions.

Other nontenure-track faculty includes such positions as visiting faculty, adjunct faculty, resident, intern, extension specialist, agent, program associate, clinical titles, research titles, and lecturer titles.

Academic administrators above the level of department head/chair hold temporary or continuing appointments and may also hold faculty rank. The department chair or head must hold faculty rank and should serve for a stated term but without prejudice to reelection or to appointment by procedures that involve appropriate faculty consultation.

A temporary appointment is granted to a faculty member whose service is required for a specific period of time (usually one academic year or less) identified on the appointment form and to all instructors and equivalent appointments. Except as noted below, temporary faculty member is not eligible for the insurance, medical benefits, annual leave, sick leave, and other fringe benefits available to other faculty members unless the appointment is a full-time appointment and the employment period is for at least a full year (nine or 12 months as appropriate to the appointment). However, a temporary faculty member working at least half time and retained for more than one year must be enrolled in the Teachers Retirement System. All part-time faculty members, regardless of rank, are temporary appointments. Adjunct appointments (whereby a regular faculty member serves in two departments) and affiliate appointments (whereby an individual external to the University provides specific service to the University) are also
temporary appointments and are without pay. Academic ranks apply to these appointments.

Appointment to the rank of instructor should be based on ability or potential in research/creative work and teaching and/or outreach. The candidate should have a master’s degree or equivalent professional experience.

Appointments to the rank of instructor are temporary appointments. An individual holding the rank of instructor must demonstrate competence in his or her work assignments as a condition for reappointment. An instructor who has served on a full-time temporary appointment may be considered on the basis of highly meritorious performance and strong evidence of professional development for promotion to the rank of assistant professor.

Temporary and part-time faculty shall be provided the office space, material supplies, support services, and equipment needed to fulfill their assigned responsibilities. General departmental faculty meetings shall include the temporary and part-time faculty. Each department head/chair shall meet with temporary and part-time faculty as a group at least once a year to discuss their special concerns. Temporary and part-time faculty shall have appropriate time to prepare courses, though the specific time may vary depending on circumstances. In determining mutually agreed-upon academic responsibilities for temporary and part-time faculty, a three-credit-hour semester course should be considered equivalent to ten hours of other academic responsibilities. When funds are available for merit raises, temporary and part-time faculty should not be excluded from individual consideration for salary improvement.

Nontenure-track faculty who have been on full-time appointments and enrolled in the University’s health insurance program, but are forced into part-time appointments because of departmental policies, are eligible to continue their health insurance coverage in the University’s group plan. The following conditions apply: the nontenure-track faculty member (1) must have worked full-time for three years and carried the University’s health insurance during the most recent year of eligibility, and (2) must be on at least a 50 percent appointment and the appointment must be continuous.

A continuing appointment is assigned to a nontenure-track faculty member who is recommended for continuing appointment. Such an appointment is nontenurable; however, the employee is eligible for the standard benefit programs of the University.

A probationary appointment is granted to a faculty member who, because of scholarly or professional achievement, has demonstrated the potential to earn tenure. An individual holding the terminal degree from Auburn University normally is not eligible for permanent appointment and thus will not be placed on probationary appointment except in rare circumstances. An exception might occur if the individual has held faculty rank at another university or college, had a responsible position in industry or professional practice, is a qualified applicant in a field where there are national shortages, has an outstanding national reputation, or is certified in a
discipline by a nationally recognized specialty board or college. Exceptions may also be allowed if such appointments would permit a department or unit to meet its affirmative action/equal opportunity obligations.

A tenured appointment is granted to a faculty member who has completed an appropriate probationary period and who, following recommendation and review in accordance with University policy and approval by the president, has been awarded tenure.

The president may also offer tenure to a faculty member or to an academic administrator holding faculty rank at the time of initial appointment provided that (1) the appointment is made at the rank of associate professor or professor, and (2) the tenure has been approved through the usual tenure review process. In the case of initial appointments involving tenure, the time of the tenure review may be altered.

### 3.3.3 Initial Appointment

Initial appointments are made as the result of departmental or unit searches. Departments and units have some leeway in establishing the search procedures most appropriate for their particular circumstances. The department or unit might act as a committee of the whole, or smaller screening committees might be used; a recommendation by a search committee might be transmitted to the department or unit as a whole for further consideration and transmittal to the department head/chair or unit head, or it might be transmitted directly to the department head/chair or unit head. Whatever the procedure, it should be established in advance of need by the department or unit as a whole. The department head/chair or unit head, in consultation with his or her faculty, should decide on the positions needed and the qualifications a successful candidate must have. Together they should develop a position description to be supplied to the candidates. The appointment of an internal candidate to fill a vacancy is a temporary solution and shall neither foreclose nor delay a national search to fill the originally vacated position. The internal candidate may subsequently compete in the national search.

The department head/chair or unit head and the search committee shall be guided by the Affirmative Action/Equal Opportunity Office in framing an advertisement for the position, in seeking permission to advertise, and in recommending an appointment. Guidelines from the Affirmative Action/Equal Opportunity Office help ensure compliance with federal law and help ensure an open and fair search.

When making recommendations for appointments at all faculty ranks except those designated as temporary, the department head/chair or unit head shall confer with all available members of the department holding professorial ranks or, if the unit does not include professorial faculty, with those faculty holding continuing appointments. He or she shall then transmit a written summary of the reactions of these faculty members along with appointment forms through the appropriate dean and/or director to the provost. Where the faculty members do not concur in an initial
appointment, the head/chair may submit a recommendation for appointment with his or her justification and a report of nonconcurrence of the faculty. An appointment made without the support of the faculty may jeopardize the new hire, since the faculty will ultimately vote on promotion and tenure.

The doctorate is the terminal degree for most disciplines represented at Auburn University. Requests for exceptions must be presented to the provost with appropriate justification by the department head/chair, with faculty concurrence, and the dean. The appointment cannot be made without the approval in writing of the provost.

Each initial appointment must be confirmed by the appropriate department head/chair/unit head or dean in a written notice to the appointee after proper administrative approvals have been obtained. This notice should include determination of prior service at another institution to be credited toward the probationary period. This letter constitutes the faculty member’s written terms of the initial employment.

**Prior Service:** If a faculty member has had fewer than three years of full-time service in a faculty rank at one or more other institutions, he or she may request that up to two years be credited toward the probationary period for tenure. If a faculty member has had three or more years of full-time service in a faculty rank at one or more other institutions, he or she may request that up to three years be credited toward the probationary period for tenure. Such requests shall be made in writing at the time of initial appointment and shall be binding. They should be directed to the department head/chair, who will then make a recommendation to the dean and the provost for written approval.

All years of full-time temporary faculty appointment at Auburn regardless of rank shall normally count toward tenure eligibility. However, in specific cases in which an appointment to a new position entails significantly different responsibilities or a significantly different institutional setting, the interests of all parties may best be served through written agreement approved by the provost at the time of the new appointment to provide for a fuller current period of probation, so long as the probationary period does not exceed seven years from the time of the new appointment.

### 3.3.4 Academic Ranks and Promotion

Academic rank is accorded to qualified individuals whose primary assignment is to any of the three major functions of the University: teaching, research/creative work, and outreach. The following general considerations apply to appointment or promotion to faculty ranks:

**Assistant Professor:** Assistant professor is the usual entry-level rank for a candidate who has completed the appropriate terminal degree (usually a doctorate) or has the equivalent in training, ability, and experience. While a terminal degree or the equivalent is required, an appointee is not required to have a minimum number of years in academic service to be eligible for the rank of
Auburn University Faculty Handbook

Assistant Professor: Assistant professor is a rank of distinction that is attained through successful performance of assigned duties. A candidate should hold the appropriate terminal degree (usually a doctorate) or the equivalent. Normally, a candidate must serve at least five complete years on full-time appointment at the assistant professor level before he or she may be nominated for promotion to associate professor. Prior faculty service at other colleges or universities or prior service in appropriate professional activities may qualify for consideration in meeting the requirement for years in rank for promotion. A candidate who is especially meritorious may be recommended for early promotion by the department head/chair with majority support of the faculty who hold rank superior to that of the candidate.

A candidate for associate professor should have demonstrated mastery of the subject matter of his or her field and the ability to apply it well in the primary area(s) to which he or she is assigned, whether in teaching, research/creative work, or outreach. Additionally, the candidate should have contributed, typically through significant scholarly or creative work, to his or her area of specialization; participated in professional life; and served on departmental, college or school, and/or University committees. Through his or her scholarly and professional activity, the candidate should demonstrate an emerging stature as a regional or national authority.

Professor: Professor is a rank requiring professional peer recognition of the individual as an authority in his or her field of specialization. A candidate must be recognized by associates as a capable teacher, scholar or artist, or outreach specialist. It is therefore expected that peers within and outside the University will attest to the candidate’s high professional standing. A candidate should hold the appropriate terminal degree (usually a doctorate) or the equivalent. Normally, a candidate must serve at least four complete years on full-time appointment at the associate professor level before he or she may be nominated for promotion to professor. Only in exceptional and well-documented cases in which a faculty member has met requirements for promotion to professor in a shorter time should he or she be recommended for early promotion by the department head/chair, with majority support of the faculty members who hold rank superior to that of the candidate.

A candidate for professor should have demonstrated significant involvement in the teaching, research/creative work, or outreach functions of the University. He or she should also have participated in professional life and have been actively involved in departmental, college or school, and University affairs. For this rank it is essential that the candidate should have demonstrated a marked degree of scholarship appropriate to his or her assignment through work, typically publication or creative endeavor, subjected to peer review. By means of such activity, a candidate for the University’s highest academic rank should have a respected national reputation.

Chapter 3-15
3.3.5 Continuation of Appointment

It is the practice of the University for faculty appointments to be continued by mutual commitment and understanding rather than by formal annual contracts. The following principles outline the policy on continuation of appointment or reappointment of faculty members:

1. A faculty member who has been awarded tenure is considered to have an ongoing contract.

2. A faculty member who has a probationary appointment and who has not been given a notice of noncontinuation of appointment according to the schedule noted below is considered to have been reappointed.

3. A faculty member who holds an appointment for a specified period of time does not have a commitment for continuation of appointment or reappointment beyond that period unless such commitment is set forth in writing.

3.3.6 Policy on Administrator Return to Faculty Position

Terms and conditions that will govern the transition back to a faculty position upon completion of the administrative assignment

https://sites.auburn.edu/admin/universitypolicies/Policies/PolicyonAdministratorReturntoFacultyPosition.pdf

Section 3.4: Endowed and Distinguished Professorships

3.4.1 Guidelines for the Appointment of Endowed Chairs and Professorships

Standards and procedures for appointing faculty to endowed positions; internal nominations and external searches; expectations for faculty in endowed position, including performance criteria and performance review procedures

http://www.auburn.edu/academic/provost/policies/Guidelines_Appointment_of_Chairs_and_Professorships.html

3.4.2 Distinguished University Professor

The title Distinguished University Professor recognizes the University’s most outstanding faculty who have adhered to standards of continuous high performance. The number of these
professorships will not exceed 1 percent of the eligible faculty at any one time and will not duplicate or compete with any other form of faculty recognition approved by the Board of Trustees. Appointments are for five years with the possibility for reappointment for successive five-year terms subject to review by the president, based upon normal standards of high performance. When available, a call for nominations with process guidelines will be issued by the president, in conjunction with the provost.

Section 3.5: Nontenure-Track Faculty

3.5.1 Guidelines for Establishing and Filling Positions in the Lecturer Title Series

Executive Summary

Appointment and Promotion in the Lecturer Title Series

A. Definition

B. Establishment of a

   Position Initial

   Appointment

C. Areas of Activity

D. Academic Ranks, Titles, and Criteria

E. Performance Evaluation

F. Promotion Criteria and Considerations for Lecturer Faculty

G. Eligibility for Promotion

H. Procedure for Promotion

I. Terms and Continuation of Appointment

J. Dismissal

K. Noncontinuation of Appointment

L. Conditions of Employment
M. University Membership

N. Change from Nontenure Track to Tenure-Track Faculty

O. AAUP Guidelines

Executive Summary

The lecturer title series is a nontenure-track professional series for appointment of appropriately qualified individuals who contribute to the university’s academic mission by participation in activities that (1) predominantly involve instruction, and (2) are of contractually specified duration.

Criteria for appointment, performance review, and promotion in the lecturer title series are included herein. All lecturer title series positions are one academic year (nine month) contracts that may be renewed annually, but not to exceed the period of funding. All appointees in the lecturer title series will have annual, written employment contracts.

Appointees in the lecturer title series are considered to be educators and are under the supervision of the department head/chair or unit head. They are eligible for all the benefits except tenure, de facto tenure, and professional improvement leave. The department or unit must assure that space and facilities are available for conducting instructional work as appropriate.

To establish a position in the lecturer title series, the initiating unit shall (1) prepare a proposal demonstrating the need for such a position and indicate the source (including any commitment of Auburn University), amount, and term of funding; (2) prepare a job description and identify any space that is needed for the performance of the appropriate assignment; and (3) obtain approvals of the proposal by the chief administrative officer of the concerned unit, the dean of the college/school, and the provost. The proposal shall be transmitted to dean of the college/school by the department head/chair or unit head with his or her indication of faculty approval for establishment of the position. The hiring of lecturers will follow normal university hiring procedures. Joint appointments require the approval of all deans involved.

Promotions in the lecturer title series will be specified for each department, and criteria must be approved by the Provost’s Office. Promotion decisions will be determined by the specific document, department head/chair, and the dean of the respective college or school. As the chief academic officer of Auburn University, the provost retains the right to review all promotions and act appropriately. Promotion decisions must correspond to the annual deadlines approved by the Provost’s Office and be reported to the Provost’s Office accordingly.

Anything not delineated in this document should be decided at the college level in consultation with the provost.
Appointment and Promotion in the Lecturer Title Series

A. Definition: The lecturer title series is a professional series for appointment and promotion of appropriately qualified individuals who participate in the University’s mission by participation in projects that (1) predominantly involve instruction, and (2) are of contractually specified duration. A faculty member on appointment in the lecturer title series is primarily expected to provide lecturer services and to a lesser extent other scholarly endeavors. Recruitment into lecturer/senior lecturer positions must follow University Affirmative Action/Equal Employment Opportunity (AA/EEO) policies and be approved by the Office of the Provost and the AA/EEO Office. Appointments are for one-year duration with possibility for annual renewal. Lecturers/senior lecturers will be issued annual letters of appointment. A lecturer/senior lecturer is eligible for benefits equivalent to other full-time employees at Auburn University. Lecturers and senior lecturers are not eligible for graduate faculty status.

Policy Authorizing Lecturer/Senior Lecturer Faculty to Teach Graduate Courses and Serve on Graduate Student Committees:
https://sites.auburn.edu/admin/universitypolicies/Policies/PolicyOnLecturerFacultyAndTeachingGraduateCourses.pdf

B. Establishment of a Position: To establish a position in the lecturer title series, the initiating unit shall (1) prepare a proposal demonstrating the need for such a position and indicate the source, amount, and term of funding; (2) prepare a job description and identify any space that is needed for the performance of lecturer practice; and (3) obtain approvals of the proposal by the chief administrative officer of the concerned unit, the dean of the college/school, and the provost. The proposal shall be transmitted to dean of the college/school by the department head/chair or unit head with his or her indication of faculty approval for establishment of the position. The hiring of lecturer faculty will follow normal university hiring procedures. Joint appointments require the approval of all deans involved.

Initial Appointment: Initial appointments are made as the result of normal recruitment procedures. Departments and units have some leeway in establishing the search procedures most appropriate for their particular circumstances. The department or unit might act as a committee of the whole or smaller screening committees might be used; a recommendation by a search committee might be transmitted to the department or unit as a whole for further consideration and transmittal to the department head/chair or unit head or it might be transmitted directly to the department head/chair or unit head. Whatever the procedure, it should be established in advance of need by the department or unit as a whole. The department head/chair or unit head, in consultation with his or her faculty, should decide on the positions needed and the qualifications a successful candidate must have. Together they should develop a position description to be supplied to the candidates.

The department head/chair or unit head and the search committee shall be guided by the
When making recommendations for appointments in the lecturer title series, the department head/chair or unit head shall confer with all available members of the department holding professorial ranks or, if the unit does not include professorial faculty, with those faculty holding continuing appointments. He or she shall then transmit a written summary of the reactions of these faculty members along with appointment forms, through the appropriate dean and/or director, to the provost. Where the faculty members do not concur in an initial appointment, the head/chair may submit a recommendation for appointment with his or her justification and a report of nonconcurrence of the faculty. An appointment made without the support of the faculty may jeopardize the new hire since the faculty will ultimately vote on promotion.

The doctorate is the terminal degree for most disciplines represented at Auburn University. Requests for exceptions must be presented to the provost with appropriate justification by the department head/chair, with faculty concurrence, and the dean. The appointment cannot be made without the approval in writing of the Provost’s Office.

Each initial appointment must be confirmed by the appropriate department head/chair/unit head or dean in a written notice to the appointee after proper administrative approvals have been obtained. This notice should include determination of prior service at another institution to be credited toward possible promotion. This letter constitutes the faculty member’s written terms of the initial employment.

C. Areas of Activity: Three areas of activity are important in the evaluation of individuals for appointment, performance review, and promotion in the lecturer title series: (1) documented evidence of effective lecturer practice; (2) documented evidence in other appropriate academic endeavors as assigned, (3) collegiality, as discussed for tenure-track faculty in Section 3.6.2 of this Faculty Handbook. Guidelines relative to these areas of activity are described in this Faculty Handbook, Chapter 3.

Lecturer faculty are expected to teach and the agreement between the lecturer faculty and the university must specify the amount of teaching expected.

D. Academic Ranks, Titles, and Criteria: The academic ranks and related titles in the lecturer title series shall be: (1) lecturer, (2) senior lecturer. Although it is not feasible to specify exact criteria for evaluating the credentials of an individual for appointment to senior lecturer, the following statements are provided as guidelines.

1. Lecturer: This nontenure-track faculty appointment is designated for those with an
emphasis on the teaching mission at Auburn University who are qualified to teach in their
discipline. The appointments are not tenurable and are made on an annual basis with no
right  or expectation of employment beyond the period specified in the letter of appointment.
These appointments may be renewable on an annual basis contingent upon availability of
funds, the need for services, and satisfactory performance.

2. Senior Lecturer: This nontenure-track faculty appointment is designated for those who
have sustained outstanding performance in teaching and service at the lecturer level. There
is no fixed requirement for years of service at the lecturer rank before a lecturer can be
promoted. However, the qualifications for promotion to senior lecturer rank generally cannot
be demonstrated fully in less than five complete years of service. A lecturer may apply for
promotion to senior lecturer following criteria and procedures for promotion maintained in
the college of appointment. These appointments may be renewable on an annual basis
contingent upon availability of funds, the need for services, and satisfactory performance
and are not tenurable.

Criteria for promotion to senior lecturer are specific to each department and approved by the
dean and the Provost’s Office. Promotion decisions will be determined by the specific
department head/chair and the dean of the respective college or school. As the chief
academic officer of Auburn University, the provost retains the right to review all promotions
and act appropriately. Promotion decisions must correspond to the annual deadlines
approved by the Provost’s Office and reported to the Provost’s Office accordingly.

E. Performance Evaluation: Each department will have an annual evaluation system that
includes student, peer, and administrator input. The evaluation system should have performance
improvement as its primary goal. Evaluation metrics should be parallel to department faculty
with similar duties and should be determined by the individual department or college.

All department heads/chairs and unit heads, such as center and institute directors, shall conduct
at least one annual review before April 30 with each lecturer faculty member to evaluate his or
her performance and to discuss his or her future development. For the review, the lecturer faculty
member will provide a current vita and any supporting material the head/chair or unit head or the
lecturer faculty member deems appropriate.

In the case of lecturer faculty members who have not achieved promotion to senior lecturer,
particular care shall be taken by the department head/chair or unit head to relate the faculty
member’s job performance to the promotion criteria set forth in this document. Significant
achievements or deficiencies that might enhance or impede the candidate’s progress toward
higher rank shall be noted.

The head/chair or unit head shall prepare a written report covering the major points of the
conference. A copy of the report shall be provided to the lecturer faculty member within a month
of the conference. The lecturer faculty member shall be asked to sign it as confirmation of
Chapter 3-21
having seen it. If the lecturer faculty member does not agree with material in the report, he or she may write a response to be appended to the report. One copy of the signed report and response, if there is one, is to be retained for the lecturer faculty member’s departmental personnel file and copied to the Office of the Provost; another copy is to be given to the lecturer faculty member. This report is to remain confidential, available only for the use of the concerned lecturer faculty member and any University officials who have supervisory responsibility over the lecturer faculty member.

F. Promotion Criteria and Considerations for Lecturer Faculty: A lecturer faculty member is focused on instruction and has the obligation to contribute to his or her discipline through teaching. To a large extent, each discipline and each department must determine how much and what quality of lecturer practice is appropriate for promotion and judge its candidates accordingly.

G. Eligibility for Promotion: There is no fixed requirement for years of service at a given rank before a lecturer faculty member can be promoted. Lecturer faculty members on leave of absence without pay need not count his or her leave time toward promotion. Except as otherwise required by law, a lecturer faculty member on leave without pay cannot be a candidate for promotion while on leave.

H. Procedure for Promotion: Promotion will be specific for each department and criteria must be approved by the dean and the Provost’s Office. Promotion decisions will be determined by the specific department, department head/chair and the dean of the respective college or school. As the chief academic officer of Auburn University, the provost retains the right to review all promotions and act appropriately.

I. Terms and Continuation of Appointment: Lecturer faculty will be appointed with written contracts. The following principles outline the policy on continuation of the contract for lecturer faculty members:

All lecturer title series positions are typically one-year contracts that may be renewed annually or, if for a lesser period of time, the period of funding from the contract, grant, or other designated funds. Renewal is contingent upon funding being available and upon performance. For purposes of recruitment and retention, well-qualified individuals identified by the department or academic unit and with the approval of the dean may be given multiple year contracts (not to exceed three years) with the written proviso that the continuation of lecturer appointments are always based on performance and funding. All appointees in the lecturer title series will have annual, written employment contracts (unless they have multiyear contracts in effect).

All department heads/chairs and unit heads shall conduct at least one annual review with each faculty member to evaluate his or her performance each year of the contract and to discuss his or her future development. In order to review the faculty member fairly, the head/chair shall request a current vita and any supporting material the head/chair of the faculty member deems
appropriate prior to the review. More frequent reviews may be conducted at the discretion of the faculty member or the department head/chair.

The initial letter of appointment should clearly define the length of the appointment, benefits, and duties/responsibilities. The offer letter should make clear that continuation of appointment is subject to the availability of funds, the need for services, and satisfactory performance. Letters containing promises not consistent with the lecturer title procedures are not enforceable unless authorized in writing by the president of Auburn University.

**J. Dismissal:** Termination of a lecturer/senior lecturer during the contract term shall be effected by the University only for lack of funding or adequate cause. If termination during the contract term is for reasons other than lack of funding, then Chapter 3, Section 9.2 of this Faculty Handbook provides that “Rights of due process shall also apply to a nontenured faculty member dismissed before completion of his or her contractual term.” Dismissal shall not be used to restrain faculty members in their exercise of academic freedom or other rights of American citizens.

**K. Noncontinuation of Appointment:** The contractual period for faculty in the lecturer title series is nine months and the university retains the right to continue or noncontinue a faculty member in the lecturer series.

**L. Conditions of Employment:** A faculty member on appointment in the lecturer title series is eligible for benefits as provided in this handbook or other applicable University policies, except tenure, de facto tenure, and professional improvement leave. University contributions toward retirement, social security, annual and sick leave, and insurance benefits for the faculty member shall be covered through the contract, grant, generated income, or other designated funds that provide support for the individual’s position.

**M. University Membership:** A lecturer/senior lecturer may be eligible to vote on faculty matters according to department and/or school/college governance rules; this may include the ability to serve on committees. They are encouraged to improve their instructional qualifications and are eligible for departmental/college resources earmarked for such purposes; this may include eligibility for travel and other resources.

A lecturer faculty member may vote on and/or be elected the department’s representative in the University Senate.

**N. Change from Nontenure-Track to Tenure-Track Faculty:** An appointment of a lecturer/senior lecturer from the lecturer title series to tenure-track faculty may only occur through normal, faculty-approved, department head/chair and dean–approved, provost-approved, and AA/EEO–approved tenure-track recruitment. Lecturer/senior lecturer time will not count toward the tenure clock.
Change of position from tenure track: An appointment from a tenure-track position to the lecturer title series may only occur through normal, faculty-approved, department head/chair and dean–approved, provost-approved, and AA/EEO–approved recruitment.

O. AAUP Guidelines: Auburn endorses the AAUP guidelines stating that no more than 15 percent of the total instruction within an institution and no more than 25 percent of the total instruction within any department should be provided by faculty with nontenure-track appointments. In Auburn University’s efforts to adhere to these guidelines, any exceptions to these percentages must be approved in writing by the provost on an annual basis.
3.5.2 Guidelines for Establishing and Filling Positions in the Clinician Title Series

Executive Summary

Appointment and Promotion in the Clinician Title Series

A. Introduction

B. Definition

C. Establishment of a Position

   Initial Appointment

D. Areas of Activity

E. Academic Ranks, Titles, and Criteria

F. Performance Evaluation

G. Promotion Criteria and Considerations for Clinical Faculty

H. Eligibility for Promotion

I. Procedure for Promotion

J. Terms and Continuation of Appointment

K. Dismissal

L. Noncontinuation of Appointment

M. Graduate Faculty

N. Conditions of Employment

O. University Membership

P. Change from Nontenure-Track to Tenure-Track Faculty
Executive Summary

The clinician title series is a nontenure-track professional series for appointment of appropriately qualified individuals who contribute to the university’s academic mission by participation in activities that (1) predominantly involve clinical practice; (2) are of contractually specified duration; and (3) operate under contracts, grants, generated income, or other designated funds. The designated funds that are appropriate are defined in the body of the document. Note, however, that clinical faculty are expected to teach in the clinical setting, and when this occurs, funding for instruction may either be from income or an appropriate source for such instructional activity.

Criteria for appointment, performance review, and promotion in the clinical title series are included herein. Appointment, review, and promotion in the clinical title series require demonstrated ability to initiate and maintain a program of clinical practice supported by generating clinical income. Employment as an associate clinical professor or clinical professor requires evidence of prior or current success as a clinical practitioner. Contract, grant, income, or other designated funds are expected to cover salaries and costs of benefits for the clinical titled individual and other appropriate expenses. Appointees in the clinical title series are not eligible for tenure or de facto tenure.

All clinical title series positions are one-year contracts that may be renewed annually, but not to exceed the period of funding from the anticipated income. All appointees in the clinical title series will have annual, written employment contracts.

Appointees in the clinical title series are considered to be clinicians/educators and are under the supervision of the department head/chair or unit head. They are eligible for all the benefits except tenure, de facto tenure, and professional improvement leave. The department or unit must assure that space and facilities are available for conducting clinical work as appropriate for an independent clinician. Clinical title series positions are not to be considered a substitute for resident or postdoctorate positions or a means to extend resident or postdoctorate appointment beyond university time limits for resident appointments.

To establish a position in the clinical title series, the initiating unit shall (1) prepare a proposal demonstrating the need for such a position and indicate the source (including any commitment of Auburn University), amount, and term of income funding; (2) prepare a job description and identify any space that is needed for the performance of the clinical practice; and (3) obtain approvals of the proposal by the chief administrative officer of the concerned unit, the dean of the college/school, and the provost. The proposal shall be transmitted to the dean of the college/school by the department head/chair or unit head with his or her indication of faculty approval for establishment of the position. The hiring of clinical faculty will follow normal
university hiring procedures, except where to do so would be impractical because of the 
provisions/requirements of the anticipated contract, grant, or income funds. Joint appointments 
require the approval of all deans involved.

Promotions in the clinical title series will be specified for each department, and criteria must be 
approved by the Provost’s Office. Promotion decisions will be determined by the specific 
document, department head/chair, and the dean of the respective college or school. Promotion 
decisions must correspond to the annual deadlines approved by the Provost’s Office and be 
reported to the Provost’s Office accordingly.

**Appointment and Promotion in the Clinician Title Series**

**A. Introduction:** In its role as a comprehensive research institution, Auburn University has a 
need to continuously expand its pool of scientists, engineers, clinicians, highly trained 
specialists, and other highly qualified personnel who are not part of the tenure-track system to 
meet responsibilities in clinical practice/education, especially those responsibilities related to 
projects that the institution operates under contracts, grants, or with generated income. To fulfill 
these requirements more effectively and to be more competitive in attracting and retaining 
needed professional personnel, a clinical title series for appointments and promotions without 
tenure is established as hereafter defined and described.

**B. Definition:** The clinician title series is a professional series for appointment and promotion of 
appropriately qualified individuals who participate in the University’s mission by participation in 
projects that (1) predominantly involve clinical practice/education; (2) are of contractually 
specified duration; and (3) operate under contracts, grants, generated income, or other designated 
funds. Designated funds are defined as:

1. generated income
2. contracts or grants funds either from external or internal sources
3. cost-sharing funds
4. funds from indirect cost recoveries
5. funds from the Office of the Vice President for Research
6. endowment funds
7. gift funds
8. funds from operating budgets of individual units currently designated for nontenure-track personnel with appropriate salary increases and market value for new hires

9. discretionary funds from the Office of the President and/or Office of the Provost that are designated for clinical practice/education

10. discretionary funds under the control of deans and directors that are designated for clinical practice/education

A faculty member on appointment in the clinician title series is primarily expected to provide clinical services and clinical practice and to a lesser extent other scholarly endeavors. Interim appointment and payment of salary from funds other than those associated with contracts, grants, generated funds, and other designated funds may occur, with approval of the provost, when there is a gap of six months or less between approved contracts, grants, or generated income. However, in such circumstances, the appointee’s assignment shall be consistent with the duties that the individual had and will be expected to continue under a clinical practice program that is supported from generated income, contracts, grants, or other designated funds. Classroom teaching duties may be assigned if the only salary funds available are teaching funds; research duties may be assigned if the only salary funds available are from research contracts and grants.

C. Establishment of a Position: To establish a position in the clinician title series, the initiating unit shall (1) prepare a proposal demonstrating the need for such a position and indicate the source (including any commitment of Auburn University), amount, and term of funding for the program of clinical practice, (2) prepare a job description and identify any space that is needed for the performance of clinical practice; and (3) obtain approvals of the proposal by the chief administrative officer of the concerned unit, the dean of the college/school, and the provost. The proposal shall be transmitted to dean of the college/school by the department head/chair or unit head with his or her indication of faculty approval for establishment of the position. The hiring of clinical faculty will follow normal university hiring procedures, except where to do so would be impractical because of the provisions of the contract, grant, generated income or other designated funds. Joint appointments require the approval of all deans involved.

Initial Appointment: Initial appointments are made as the result of normal recruitment procedures. Departments and units have some leeway in establishing the search procedures most appropriate for their particular circumstances. The department or unit might act as a committee of the whole, or smaller screening committees might be used; a recommendation by a search committee might be transmitted to the department or unit as a whole for further consideration and transmittal to the department head/chair or unit head, or it might be transmitted directly to the department head/chair or unit head. Whatever the procedure, it should be established in advance of need by the department or unit as a whole. The
department head/chair or unit head, in consultation with his or her faculty, should decide on the positions needed and the qualifications a successful candidate must have. Together they should develop a position description to be supplied to the candidates. The appointment of an internal candidate to fill a vacancy is a temporary solution and shall neither foreclose nor delay a national search to fill the originally vacated position. The internal candidate may subsequently compete in the national search.

The department head/chair or unit head and the search committee shall be guided by the Provost’s Office and Affirmative Action Office in framing an advertisement for the position, in seeking permission to advertise, and in recommending an appointment. Guidelines from the Affirmative Action Office help ensure compliance with federal law and help ensure an open and fair search.

When making recommendations for appointments in the clinical title series except those designated as temporary, the department head/chair or unit head shall confer with all available members of the department holding professorial ranks or, if the unit does not include professorial faculty, with those faculty holding continuing appointments. He or she shall then transmit a written summary of the reactions of these faculty members along with appointment forms, through the appropriate dean and/or director, to the provost. Where the faculty members do not concur in an initial appointment, the head/chair may submit a recommendation for appointment with his or her justification and a report of nonconcurrence of the faculty. An appointment made without the support of the faculty may jeopardize the new hire, since the faculty will ultimately vote on promotion.

The doctorate is the terminal degree for most disciplines represented at Auburn University. Requests for exceptions must be presented to the provost with appropriate justification by the department head/chair, with faculty concurrence, and the dean. The appointment cannot be made without the approval in writing of the Provost’s Office.

Each initial appointment must be confirmed by the appropriate department head/chair/unit head or dean in a written notice to the appointee after proper administrative approvals have been obtained. This notice should include determination of prior service at another institution to be credited toward the probationary period. This letter constitutes the faculty member’s written terms of the initial employment.

D. Areas of Activity: Four areas of activity are important in the evaluation of individuals for appointment, performance review, and promotion in the clinician title series: (1) documented evidence of effective clinical practice; (2) national and international professional status and activity as indicated by evaluation statements from external peers; (3) ability to initiate and
maintain a program of clinical practice supported by contracts, grants, or generated income; and (4) collegiality, as discussed for tenure-track faculty in Section 3.6.2 of this Faculty Handbook.

Promotion Criteria and Considerations—Research/Creative Work: Guidelines for the third area of activity are well-established in that the contract, grant, generated income, or other source of designated funds should cover salaries and costs of benefits for personnel.

Clinical faculty are expected to teach in the clinical setting. The letter of appointment between the clinical faculty and the university must specify the amount of teaching expected and an appropriate source of the funding to support such instructional activity.

E. Academic Ranks, Titles, and Criteria: The academic ranks and related titles in the clinician title series shall be: (1) clinical lecturer, (2) assistant clinical professor, (3) associate clinical professor, and (4) clinical professor. Although it is not feasible to specify exact criteria for evaluating the credentials of an individual for appointment or promotion to any one particular rank in the clinician title series, the following statements are provided as guidelines.

1. **Clinical Lecturer:** Clinical lecturer is an entry-level rank for a candidate who has completed the appropriate terminal professional degree or has the equivalent in training, ability, and experience and meets appropriate credentialing requirements for course instruction. An appointee is not required to have a minimum number of years in clinical service to be eligible for the rank of clinical lecturer. Promotion from clinical lecturer to assistant clinical professor is possible if allowed by college/school promotion guidelines.

2. **Assistant Clinical Professor:** Assistant clinical professor is the usual entry-level rank for a candidate who has completed the appropriate terminal professional degree or has the equivalent in training, ability, and experience and meets appropriate credentialing requirements. An appointee is not required to have a minimum number of years in clinical service to be eligible for the rank of assistant clinical professor.

Appointment to the rank of assistant clinical professor shall be made when it has been determined that the individual (1) has a current independent capability of having a reliable clinical practice supported through contracts, grants, generated income, or other designated funds, (2) has a potential for significant professional growth in the area of clinical practice, and (3) holds the professional degree including licensure/certification appropriate to the field.

3. **Associate Clinical Professor:** Associate clinical professor is a rank of distinction that is attained through successful performance of assigned duties. A candidate should hold the
appropriate terminal professional degree or has the equivalent in training, ability, and experience and should meet appropriate credentialing requirements.

Criteria for promotion to associate clinical professor are specific to each department, according to provost-approved guidelines, and must be approved by the Provost’s Office. Promotion decisions will be determined by the specific department head/chair and the dean of the respective college or school. Promotion decisions must correspond to the annual deadlines approved by the Provost’s Office and reported to the Provost’s Office accordingly.

4. Clinical Professor: Clinical Professor is a rank requiring professional peer recognition of the individual as an authority in his or her field of specialization. A candidate must be nationally recognized by associates as a clinician. It is therefore expected that peers within and outside the University will attest to the candidate’s high professional standing. A candidate should hold the appropriate terminal professional degree or have the equivalent in training, ability, and experience and meet appropriate credentialing requirements.

Criteria for promotion to clinical professor are specific to each department and approved by the dean and the Provost’s Office. Promotion decisions will be determined by the specific department head/chair and the dean of the respective college or school. Promotion decisions must correspond to the annual deadlines approved by the Provost’s Office and reported to the Provost’s Office accordingly.

F. Performance Evaluation: All department heads/chairs and unit heads, such as center and institute directors, shall conduct at least one annual review before April 30 with each clinical-track faculty member to evaluate his or her performance and to discuss his or her future development. For the review, the clinical faculty member will provide a current vita and any supporting material the head/chair or unit head or the clinical faculty member deems appropriate.

In the case of clinical faculty members who have not achieved promotion to assistant clinical professor, associate clinical professor or clinical professor, particular care shall be taken by the department head/chair or unit head to relate the faculty member’s job performance to the promotion criteria set forth in this document. Significant achievements or deficiencies that might enhance or impede the candidate’s progress toward higher academic rank shall be noted.

The head/chair or unit head shall prepare a written report covering the major points of the conference. A copy of the report shall be provided to the clinical faculty member within a month of the conference. The clinical faculty member shall be asked to sign it as confirmation of having seen it. If the clinical faculty member does not agree with material in the report, he or she may write a response to be appended to the report. One copy of the signed report and response, if there is one, is to be retained for the clinical faculty member’s departmental personnel file and
copied to the Office of the Provost; another copy is to be given to the clinical faculty member. This report is to remain confidential, available only for the use of the concerned clinical faculty member and any University officials who have supervisory responsibility over the clinical faculty member.

Each department head/chair or unit head shall conduct a third-year review of all its clinical lecturers and assistant clinical professors according to college/school guidelines. As with the annual review, the head/chair or unit head shall request a current vita and any supporting material the head/chair or unit head or the clinical faculty member deems appropriate prior to the third-year review. The particular focus of this review is the clinical faculty member’s progress toward achieving promotion. The review, therefore, must address the specific departmental/college/school criteria for promotion. The head/chair or unit head shall prepare a written report covering the findings of the review.

G. Promotion Criteria and Considerations for Clinical Faculty: A clinical faculty member is focused on clinical practice and has the obligation to contribute to his or her discipline through clinical practice and clinical teaching. To a large extent, each discipline and each department must determine how much and what quality of clinical practice is appropriate for promotion and judge its candidates accordingly.

H. Eligibility for Promotion: There is no fixed requirement for years of service at a given rank before a clinical faculty member can be promoted. A clinical faculty member on leave of absence without pay need not count his or her leave time toward promotion. Except as otherwise required by law, a clinical faculty member on leave without pay cannot be a candidate for promotion while on leave.

I. Procedure for Promotion: Promotion will be specific for each department, and criteria must be approved by the dean and the Provost’s Office. Promotion decisions will be determined by the specific department, department head/chair, and the dean of the respective college or school. As the chief academic officer of Auburn University, the provost retains the right to review all promotions and act appropriately.

J. Terms and Continuation of Appointment: Although it has been the practice of the University for faculty appointments to be continued by mutual commitment and understanding rather than by formal contracts, clinical faculty will be appointed with written contracts. The following principles outline the policy on continuation of the contract for clinical faculty members.

All clinical title series positions are typically one-year contracts that may be renewed annually or, if for a lesser period of time, the period of funding from the contract, grant, or other designated funds.

Chapter 3-32
Renewal is contingent upon funding being available and upon performance. All appointees in the clinical title series will have annual, written employment contracts (unless they have multiple year contracts in effect).

All department heads/chairs and unit heads shall conduct at least one annual review with each faculty member to evaluate his or her performance each year of the contract and to discuss his or her future development. In order to review the faculty member fairly, the head/chair shall request a current vita and any supporting material the head/chair of the faculty member deems appropriate prior to the review. More frequent reviews may be conducted at the discretion of the faculty member or the department head/chair.

The initial letter of appointment should clearly define the length of the appointment, benefits, and duties/responsibilities. For purposes of recruitment and retention, well-qualified individuals identified by the department or academic unit and with the approval of the dean may be given multiple year contracts (not to exceed three years) with the written proviso that the continuation of clinical appointments are always based on performance and funding. The offer letter should make clear that continuation of appointment is subject to the availability of funds, the need for services, and satisfactory performance. Language that speaks to continuation beyond the initial appointment should include specific conditions. For example, the grant, contract, or income from which the clinical faculty is to be paid may be for multiple years, but rarely is funding for subsequent years guaranteed. Letters containing promises not consistent with the clinical title procedures are not enforceable unless authorized in writing by the president of Auburn University.

K. Dismissal: Termination of a clinical faculty member during the contract term shall be effected by the University only for lack of funding or adequate cause, including but not limited to lack of collegiality and unprofessional behavior. If termination during the contract term is for other than for lack of funding, then Chapter 3, Section 9.2 of this handbook provides that “Rights of due process shall also apply to a nontenured faculty member dismissed before completion of his or her contractual term.” Dismissal shall not be used to restrain faculty members in their exercise of academic freedom or other rights of American citizens.

L. Noncontinuation of Appointment: The contractual period for faculty in the clinical title series is 12 months, and the university retains the right to continue or noncontinue a faculty member in the clinical series. If a clinical faculty member whose contract is not to be renewed so requests, he or she shall be provided with a written statement of reasons why the contract is not to be renewed. In order to ensure that noncontinuation is not used to restrain faculty members in their exercise of academic freedom, an employee in the clinical nontenure-track ladder is afforded the opportunity to appeal his or her noncontinuation using the same procedure as provided in this handbook for tenure-track faculty members who are given letters.
of noncontinuation.

**M. Graduate Faculty:** A faculty member on appointment in the clinical title series may be proposed, recommended, and approved for membership in the graduate faculty as provided in this handbook. If an appointee in the clinical title series is approved for membership, the individual’s participation as a member of the graduate faculty shall be limited to directing graduate theses and dissertations, teaching courses that he or she is qualified to teach according to accreditation guidelines, and to serving on committees appointed by the dean of the Graduate School in proportion to their other assignments.

**N. Conditions of Employment:** A faculty member on appointment in the clinical title series is eligible for benefits as provided in this handbook or other applicable University policies, except tenure, de facto tenure, and professional improvement leave. University contributions toward retirement, social security, annual and sick leave, and insurance benefits for the faculty member shall be covered through the contract, grant, generated income, or other designated funds that provide support for the individual’s position.

**O. University Membership:** A clinical faculty member shall be eligible to vote on all faculty matters, including faculty appointment and promotion, but not on tenure. A clinical faculty member may vote on and/or be elected the department’s representative in the University Senate.

**P. Change from Nontenure-Track to Tenure-Track Faculty:** If the appointment of a faculty member is changed from the clinical title series to tenure-track faculty through normal, faculty-approved, tenure-track hiring, years of service while on appointment in the clinical title series will be treated as full-time service in a faculty rank at another institution, as described in this handbook.

### 3.5.3 Guidelines for Establishing and Filling Positions in the Research Title Series

**Executive Summary**

Appointment and Promotion in the Research Title Series

**A. Introduction**

**B. Definition**

**C. Establishment of a Position**

  **Initial Appointment**
D. Areas of Activity

E. Academic Ranks, Titles, and Criteria

F. Performance Evaluation

G. Promotion Criteria and Considerations for Research Faculty

H. Eligibility for Promotion

I. Procedure for Promotion

J. Terms and Continuation of Appointment

K. Dismissal

L. Noncontinuation of Appointment

M. Graduate Faculty

N. Conditions of Employment

O. University Membership

P. Change from Nontenure-Track to Tenure-Track Faculty

**Executive Summary**

The research title series is a professional series for appointment of appropriately qualified individuals who contribute to the university’s academic mission by participation in projects that (1) predominantly involve research, (2) are of contractually specified duration, and (3) operate under contracts, grants, generated income, or other designated funds.

Criteria for appointment, performance review, and promotion in the research title series are included herein. Appointment, review, and promotion in the research title series require demonstrated ability to initiate and maintain a program of research supported by contracts, grants, generated income, or other designated funds. Employment as an associate research professor or research professor requires evidence of prior or current success as a principal investigator or co-principal investigator of research grants. Contract, grant, generated income, or other designated funds are expected to cover salaries and costs of benefits for the research titled individual, operating expenses, equipment, and overhead. Appointees in the research title series are not eligible for tenure or de facto tenure.
All research title series positions are one-year contracts that may be renewed annually, but not to exceed the period of funding from the contract, grant, generated income, or other designated funds. All appointees in the research title series will have annual, written employment contracts.

Appointees in the research title series are considered to be independent investigators and are under the supervision of the department head/chair or unit head. They are eligible for all benefits except tenure, de facto tenure, and professional improvement leave. The department or unit must assure that space and facilities are available for conducting research as appropriate for an independent investigator. Research title series positions are not to be considered a substitute for postdoctoral positions or a means to extend postdoctoral appointment beyond university time limits for postdoctoral appointments.

To establish a position in the research title series, the initiating unit shall (1) prepare a proposal demonstrating the need for such a position and indicate the source (including any commitment of Auburn University), amount, and term of funding for the program of research; (2) prepare a job description and identify any space that is needed for the performance of research; and (3) obtain approvals of the proposal by the chief administrative officer of the concerned unit, the dean of the college/school, and the provost. The proposal shall be transmitted to the dean of the college/school by the department head/chair or unit head with his or her indication of faculty approval for establishment of the position. The hiring of research faculty will follow normal university hiring procedures, except where to do so would be impractical because of the provisions/requirements of the contract, grant, generated income, or other designated funds. Joint appointments require the approval of all deans involved.

Procedures for promotion in the research title series will be specified by each department, and criteria must be approved by the college/school and the Provost’s Office. Promotion decisions must correspond to the annual deadlines approved by the Provost’s Office and be reported to the Provost’s Office accordingly.

**Appointment and Promotion in the Research Title Series**

**A. Introduction:** In its role as a comprehensive research institution, Auburn University has a need to continuously expand its pool of scientists, engineers, specially trained investigators, and other highly qualified personnel who are not part of the tenure-track system to meet responsibilities in research, especially those responsibilities related to projects that the institution operates under contracts, grants or other designated funds. To fulfill these requirements more effectively and to be more competitive in attracting and retaining needed professional personnel, a research title series for appointments and promotions without tenure is established as hereafter defined and described.
B. Definition: The research title series is a professional series for appointment and promotion of appropriately qualified individuals who participate in the University’s mission by participation in projects that (1) predominantly involve research; (2) are of contractually specified duration; and (3) operate under contracts, grants, generated income, or other designated funds. Designated funds are defined as:

1. generated income
2. contracts or grants funds either from external or internal sources
3. cost-sharing funds
4. funds from indirect cost recoveries
5. funds from the OVPR
6. endowment funds
7. gift funds
8. funds from operating budgets of individual units currently designated for nontenure-track personnel with appropriate salary increases and market value for new hires
9. discretionary funds under the control of deans and directors that are designated for research

A faculty member on appointment in the research title series shall not have any regularly scheduled teaching or service assignments. Interim appointment and payment of salary from funds other than those associated with contracts, grants, and other designated funds may occur, with approval of the provost, when there is a gap of six months or less between approved contracts, grants, or other sources of designated funds.

However, in such circumstances, the appointee’s assignment shall be consistent with the duties that the individual had and will be expected to continue under a program for research that is supported from contracts, grants, and other designated funds.

C. Establishment of a Position: To establish a position in the research title series, the initiating unit shall (1) prepare a proposal demonstrating the need for such a position and indicate the source (including any commitment of Auburn University), amount, and term of funding for the program of research; (2) prepare a job description and identify any space that is needed for the performance of research; and (3) obtain approvals of the proposal by the chief administrative
officer of the concerned unit, the dean of the college/school, and the provost. The proposal shall be transmitted to the dean of the college/school by the department head/chair or unit head with his or her indication of faculty approval for establishment of the position. The hiring of research faculty will follow normal university hiring procedures, except where to do so would be impractical because of the provisions of the contract, grant, or other designated funds. Joint appointments require the approval of all deans involved.

**Initial Appointment:** Initial appointments are made as the result of normal recruitment procedures. Departments and units have some leeway in establishing the search procedures most appropriate for their particular circumstances. The department or unit might act as a committee of the whole or smaller screening committees might be used; a recommendation by a search committee might be transmitted to the department or unit as a whole for further consideration and transmittal to the department head/chair or unit head, or it might be transmitted directly to the department head/chair or unit head. Whatever the procedure, it should be established in advance of need by the department or unit as a whole. The department head/chair or unit head, in consultation with his or her faculty, should decide on the positions needed and the qualifications a successful candidate must have. Together they should develop a position description to be supplied to the candidates. The appointment of an internal candidate to fill a vacancy is a temporary solution and shall neither foreclose nor delay a national search to fill the originally vacated position. The internal candidate may subsequently compete in the national search.

The department head/chair or unit head and the search committee shall be guided by the Provost's Office and the Affirmative Action Office in framing an advertisement for the position, in seeking permission to advertise, and in recommending an appointment. Guidelines from the Affirmative Action Office help ensure compliance with federal law and help ensure an open and fair search.

When making recommendations for appointments in the research title series except those designated as temporary, the department head/chair or unit head shall confer with all available members of the department holding professorial ranks or, if the unit does not include professorial faculty, with those faculty holding continuing appointments. He or she shall then transmit a written summary of the reactions of these faculty members, including a formal vote, along with appointment forms, through the appropriate dean and/or director, to the provost. Where the faculty members do not concur in an initial appointment, the head/chair may submit a recommendation for appointment with his or her justification and a report of nonconcurrence of the faculty. An appointment made without the support of the faculty may jeopardize the new hire, since the faculty will ultimately vote on promotion.
The doctorate is the terminal degree for most disciplines represented at Auburn University. Requests for exceptions must be presented to the provost with appropriate justification by the department head/chair, with faculty concurrence, and the dean. The appointment cannot be made without the approval in writing of the Provost’s Office.

Each initial appointment must be confirmed by the appropriate department head/chair/unit head or dean in a written notice to the appointee after proper administrative approvals have been obtained. This letter constitutes the faculty member’s written terms of the initial employment.

D. Areas of Activity: Four areas of activity are important in the evaluation of individuals for appointment, performance review, and promotion in the research title series: (1) documented evidence of research; (2) national and international professional status and activity as indicated by evaluation statements from external peers; (3) ability to initiate and maintain a program of research supported by contracts, grants, generated income, or other designated funds; and (4) collegiality, as discussed for tenure-track faculty in Section 3.6.2 of this Faculty Handbook. Guidelines relative to the first two areas of activity are described in Chapter 3 of this handbook; guidelines for the third area of activity are well-established in that the contract, grant, or other source of designated funds should cover salaries and costs of benefits for personnel, operating expenses, equipment, and overhead.

E. Academic Ranks, Titles, and Criteria: The academic ranks and related titles in the research title series shall be: (1) assistant research professor, (2) associate research professor, and (3) research professor. Although it is not feasible to specify exact criteria for evaluating the credentials of an individual for appointment or promotion to any one particular rank in the research title series, the following statements are provided as guidelines.

1. Assistant Research Professor: Assistant research professor is the usual entry-level rank for a candidate who has completed the appropriate terminal degree (usually a doctorate) or has the equivalent in training, ability, and experience and meets appropriate credentialing requirements. While a terminal degree or the equivalent is required, an appointee is not required to have a minimum number of years in research service to be eligible for the rank of assistant research professor.

Appointment to the rank of assistant research professor shall be made when it has been determined that the individual (1) has a current independent capability for conducting reliable research supported through contracts, grants, or other designated funds; (2) has a potential for significant professional growth in the field of research; and (3) holds the terminal academic degree appropriate to the field.
2. **Associate Research Professor:** Associate research professor is a rank of distinction that is attained through successful performance of assigned duties. A candidate should hold the appropriate terminal degree (usually a doctorate) or the equivalent in training, ability, and experience and should meet appropriate credentialing requirements.

A candidate for associate research professor should have demonstrated mastery of the subject matter in his or her field and the ability to apply it well in his or her research work. Additionally, the candidate should have contributed, typically through significant work, to his or her area of specialization and participated in professional activities.

Criteria for promotion to associate research professor are specific to each department, according to approved guidelines, and must be approved by the Provost’s Office. Promotion decisions will be determined by the specific department head/chair and the dean of the respective college or school. Promotion decisions must correspond to the annual deadlines approved by the Provost’s Office and reported to the Provost’s Office accordingly. As the chief academic officer of Auburn University, the provost retains the right to review all proposed promotions and act appropriately.

Appointment or promotion to the rank of associate research professor shall be made only after documented indication of continuous improvement and contribution by the individual in research activity supported through contracts, grants, generated income, or other designated funds. Successful efforts in obtaining extramural support for research work must be demonstrated.

3. **Research Professor:** Research professor is a rank requiring professional peer recognition of the individual as an authority in his or her field of specialization. A candidate must be recognized by associates as a researcher. It is therefore expected that peers within and outside the University will attest to the candidate’s high professional standing. A candidate should hold the appropriate terminal degree (usually a doctorate) or the equivalent in training, ability, and experience and should meet appropriate credentialing requirements.

Criteria for promotion to research professor are specific to each department, according to approved guidelines, and must be approved by the Provost’s Office. Promotion decisions will be determined by the specific department head/chair and the dean of the respective college or school. Promotion decisions must correspond to the annual deadlines approved by the Provost’s Office and reported to the Provost’s Office accordingly. As the chief academic officer of Auburn University, the provost retains the right to review all proposed promotions and act appropriately.
F. Performance Evaluation: All department heads/chairs and unit heads, such as center and institute directors, shall conduct at least one annual review before April 30 with each research track faculty member to evaluate his or her performance and to discuss his or her future development. For the review, the research faculty member will provide a current vita and any supporting material the head/chair or unit head or the research faculty member deems appropriate.

In the case of research faculty members who have not achieved promotion to associate research professor or research professor, particular care shall be taken by the department head/chair or unit head to relate the faculty member’s job performance to the promotion criteria. Significant achievements or deficiencies that might enhance or impede the candidate’s progress toward higher academic rank shall be noted.

The head/chair or unit head shall prepare a written report covering the major points of the conference. A copy of the report shall be provided to the research faculty member within a month of the conference. The research faculty member shall be asked to sign it as confirmation of having seen it. If the research faculty member does not agree with material in the report, he or she may write a response to be appended to the report. One copy of the signed report and response, if there is one, is to be retained for the research faculty member’s departmental personnel file and copied to the Office of the Provost; another copy is to be given to the research faculty member. This report is to remain confidential, available only for the use of the concerned research faculty member and any University officials who have supervisory responsibility over the research faculty member.

Each department head/chair or unit head shall conduct a third-year review of all its assistant research professors. As with the annual review, the head/chair or unit head shall request a current vita and any supporting material the head/chair or unit head or the research faculty member deems appropriate prior to the third-year review. The particular focus of this review is the research faculty member’s progress toward achieving promotion. The review, therefore, must address the specific departmental/college/school criteria for promotion. The head/chair or unit head shall prepare a written report covering the findings of the review.

G. Promotion Criteria and Considerations for Research Faculty: A research faculty member is focused on research work and has the obligation to contribute to his or her discipline through applied and/or basic research. To a large extent, each discipline and each department must determine how much and what quality of research work is appropriate for promotion and judge its candidates accordingly.

H. Eligibility for Promotion: There is no fixed requirement for years of service at a given rank before a research faculty member can be promoted. Except as otherwise required by law, a
research faculty member on leave without pay cannot be a candidate for promotion while on leave.

**I. Procedure for Promotion:** Promotion will be specific for each department, and criteria must be approved by the dean and the Provost’s Office. Promotion decisions will be determined by the specific department, department head/chair, and the dean of the respective college or school. As the chief academic officer of Auburn University, the provost retains the right to review all proposed promotions and act appropriately.

**J. Terms and Continuation of Appointment:** Although it has been the practice of the University for faculty appointments to be continued by mutual commitment and understanding rather than by formal contracts, research faculty will be appointed with written contracts. The following principles outline the policy on continuation of the contract for research faculty members.

All research title series positions are typically one-year contracts that may be renewed annually or, if for a lesser period of time, the period of funding from the contract, grant, generated funds, or other designated funds. Renewal is contingent upon funding being available and upon performance.

The initial letter of appointment should clearly define the length of the appointment, benefits, and duties/responsibilities. For purposes of recruitment and retention, well-qualified individuals identified by the department or academic unit and with the approval of the dean may be given multiple year contracts (not to exceed three years) with the written proviso that the continuation of research appointments are always based on performance and funding. The offer letter should make clear that continuation of appointment is subject to the availability of funds, the need for services, and satisfactory performance. Language that speaks to continuation beyond the initial appointment should include specific conditions. For example, the research grant or contract from which the research faculty is to be paid may be for multiple years, but rarely is funding for subsequent years guaranteed. Letters containing promises not consistent with the research title procedures are not enforceable unless authorized in writing by the president of Auburn University. Regardless of multiple-year contract, annual reviews are required (see Section F above).

**K. Dismissal:** Termination of a research faculty member during the contract term shall be effected by the University only for lack of research funding or adequate cause, including but not limited to lack of collegiality and unprofessional research behavior. If termination during the contract term is for other than for lack of funding, then Chapter 3, Section 9.2 of this handbook provides that “Rights of due process shall also apply to a nontenured faculty member dismissed before completion of his or her contractual term.” Dismissal
shall not be used to restrain faculty members in their exercise of academic freedom or other rights of American citizens.

L. Noncontinuation of Appointment: The contractual period for faculty in the research title series is 12 months, and the university retains the right to continue or noncontinue a faculty member in the research series. If a research faculty member whose contract is not to be renewed so requests, he or she shall be provided with a written statement of reason why the contract is not to be renewed. In order to ensure that noncontinuation is not used to restrain faculty members in their exercise of academic freedom, an employee in the research title series is afforded the opportunity to appeal his or her noncontinuation using the same procedure as provided in this handbook for tenure-track faculty members who are given letters of noncontinuation or by following the Scientific Misconduct Policy in Chapter 5 of this handbook.

M. Graduate Faculty: A faculty member on appointment in the research title series may be proposed, recommended, and approved for membership in the graduate faculty as provided in this handbook. If an appointee in the research title series is approved for membership, the individual’s participation as a member of the graduate faculty shall be limited to directing graduate theses and dissertations and to serving on committees appointed by the dean of the Graduate School taking into consideration their other assignments.

N. Conditions of Employment: A faculty member on appointment in the research title series is eligible for benefits as provided in this handbook or other applicable University policies, except tenure, de facto tenure, and professional improvement leave. University contributions toward retirement, social security, annual and sick leave, and insurance benefits for the faculty member shall be covered through the contract, grant, or other designated funds that provide support for the individual’s position. Except as otherwise specifically provided herein, research series faculty are otherwise subject to all then existing University policies and procedures.

O. University Membership: A research faculty member shall be eligible to vote on all faculty matters, including faculty appointment and promotion but not on tenure. A research faculty member may vote on and/or be elected the department’s representative in the University Senate.

P. Change from Nontenure-Track to Tenure-Track Faculty: If the appointment of a faculty member is changed from the research title series to tenure-track faculty through normal, faculty-approved, tenure-track hiring, years of service while on appointment in the research title series will be treated as full-time service in a faculty rank at another institution, as described in this handbook.
3.5.4 Provost’s Guidelines for Unit-Specific Clinical Title Series Promotion Criteria

Guidelines for units to develop procedures, identify required documentation, and establish criteria for promotion of their clinical faculty

http://www.auburn.edu/academic/provost/clinicalpromotions_guidelines.html

3.5.5 Provost’s Guidelines for Unit-Specific Research Title Series Promotion Criteria

Guidelines for units to develop procedures, identify required documentation, and establish criteria for promotion of their research faculty


3.5.6 Provost’s Guidelines for Unit-Specific Lecturer Title Series Promotion Criteria

Guidelines for units to develop procedures, identify required documentation, and establish criteria for promotion of their lecturer faculty

http://www.auburn.edu/academic/provost/pdf/Lecturer_Promotion_guidelines_final.pdf

3.5.7 Guidelines for Establishing and Filling Positions in the Professor of Practice Title Series

Executive Summary

A. Definition
B. Establishment of a Position
C. Initial Appointment
D. Areas of Activity
E. Academic Rank and Criteria
F. Performance Evaluation
G. Terms and Continuation of Appointment
H. Dismissal
I. Noncontinuation of Appointment
J. Conditions of Appointment
K. University Membership

Chapter 3-44
Executive Summary
As it has for many of our aspirational peers, the creation of the Professor of Practice nontenure-track title will enhance the educational mission of Auburn University. Students and faculty alike will benefit from the presence of both part-time and full-time professionals who can bring a wealth of practical and specialized experience from their professional careers. This title is unlike other nontenure-track title series in that it (1) is not limited to full-time assignments, (2) does not provide for tenure or promotion, and (3) is specifically designed to bring highly qualified professionals with a depth of practical experience into the university to better enable our students and faculty to succeed in their respective roles. Moreover, professors of practice are common in many academic and professional programs, such as journalism or entrepreneurial programs that engage entrepreneurs to mentor student start-up companies in research park incubators.

A. Definition: Appointees in the Professor of Practice series are distinguished professionals, either practicing or retired, who have significant professional experience. They may be distinguished as leaders in technology, business, government, the military or other professional fields. Professors of Practice may promote the integration of academic scholarship with practical experience and may provide faculty, undergraduate students, and graduate students with an understanding of the practical applications of a particular field or discipline. Professors of Practice may teach courses (for which they have the proper credentials based on accreditation requirements), advise students and faculty, and collaborate in areas directly related to their expertise and experience in their fields or disciplines including research and outreach. This is a non-tenurable appointment in either a full-time or part-time position. No unit is required to create Professor of Practice positions.

Professors of Practice, though distinguished professionals, either practicing or retired, do not have traditional academic backgrounds, so they would generally not meet the criteria to be appointed in Auburn’s current Clinical, Lecturer, Research, or Instructor title series.

Rather than focusing on traditional academic topics, courses taught by Professors of Practice would enhance students’ understanding of practical applications of the relevant fields of study and would advance the integration of academic scholarship with practical experience by drawing upon the extensive applied experience of distinguished professionals.

Professors of Practice will not teach courses that are part of Auburn's core curriculum. They will teach only courses that relate directly to their particular areas of expertise and professional experiences. These courses could usually be offered only by appointing a
B. **Establishment of a Position:** To establish a Professor of Practice position, the initiating unit shall (1) prepare a proposal demonstrating the need for such a position, including a clear indication of why the Professor of Practice is needed rather than a clinical, research, lecturer or tenure track title, and indicate the source, amount, and term of funding [note that Professor of Practice positions should not be used to replace or as a substitute for tenure track positions]; (2) prepare a job description and identify any physical space that is needed for the performance of the practice; and (3) obtain approvals of the proposal by the chief administrative officer of the concerned unit, the dean of the college/school, and the provost. Each unit will decide (with approval from the Office of AAECO) to advertise the position locally, regionally or nationally, depending upon what the unit faculty determine to be most appropriate for the position. The proposal shall be transmitted to dean of the college/school by the department head/chair or unit head with his or her indication that faculty have approved the position. Joint appointments require the approval of all deans involved.

Professor of Practice salaries will be set by the hiring units but units are encouraged to protect the funding for current faculty positions so as not to disadvantage clinical, research, lecturer or tenure track funding sources.

C. **Initial Appointment:** Colleges, Schools and other units have some flexibility in establishing the procedures most appropriate for their particular circumstances. The unit might act as a committee of the whole or smaller screening committees might be used; a recommendation by a search committee might be transmitted to the department or unit as a whole for further consideration and then transmitted to the department head/chair or unit head: or or or it might be transmitted directly to the department head/chair or unit head. Whatever the procedure, it should be established in advance of need by the department or unit as a whole. The dean or unit head, in consultation with his or her faculty, should decide on the positions needed and the qualifications a successful candidate must have. Together they should develop a position description to be supplied to the candidates.

The unit head and the search committee shall be guided by the Provost’s Office and Affirmative Action/Equal Employment Opportunity Office in framing an advertisement for the position, in seeking permission to advertise, and in recommending an appointment. Guidelines from the Affirmative Action/Equal Employment Opportunity Office help ensure compliance with federal law and help ensure an open and fair search.

When making recommendations for appointments in the unit, the head/chair or unit
head shall confer with all available members of the department holding professorial ranks or, if the unit does not include professorial faculty, with those faculty holding continuing appointments. He or she shall then transmit a written summary of the reactions of these faculty members along with appointment forms, through the appropriate dean and/or director, to the provost. Where the faculty members do not concur in an initial appointment, the head/chair or unit head may submit a recommendation for appointment with his or her justification and a report of non-concurrence of the faculty.

Each initial appointment must be confirmed by the appropriate department head/chair/unit head or dean in a written notice to the appointee after proper administrative approvals have been obtained. This letter constitutes the faculty member’s terms of initial employment.

D. Areas of Activity: Two areas of activity are important in the evaluation of individuals for appointment as Professors of Practice: (1) documented evidence of effective practice; and (2) documented evidence of other appropriate endeavors as relevant to the position.

E. Academic Rank and Criteria: The Professor of Practice is the only academic rank title in this series. Although it is not feasible to specify exact criteria for evaluating the credentials of an individual for appointment, the following statements are provided as guidelines.

Professor of Practice: This nontenure-track faculty appointment is designated for those with an emphasis on the teaching, research, outreach, or mentorship at Auburn University who are qualified in their discipline/field. The appointments are not tenurable and are generally made on an annual basis with no right or expectation of employment beyond the period specified in the letter of appointment. These appointments may be renewable contingent upon availability of funds, the need for services, and/or evaluation of performance.

There is no promotion possible beyond professor of practice and; therefore, this title may be less desirable than the clinical, research or lecturer title series options.

F. Performance Evaluation: Each department will have an annual evaluation system that includes student, peer, and administrator input. Evaluation metrics should be parallel to department faculty with similar duties and should be determined by the individual department or college.

All department heads/chairs and unit heads, such as center and institute directors, shall conduct at least one annual evaluation as described in this Faculty Handbook with
each faculty member to evaluate his or her performance and to discuss his or her future development.

For the review, the faculty member will provide a current vita and any supporting material the head/chair or unit head or the faculty member deems appropriate.

The head/chair or unit head shall prepare a written report covering the major points of the conference. A copy of the report shall be provided to the faculty member within a week of the conference. The faculty member shall be asked to sign it as confirmation of having seen it. If the faculty member does not agree with material in the report, he or she may write a response to be appended to the report. One copy of the signed report and response, if there is one, is to be retained for the faculty member’s departmental personnel file and copied to the Office of the Provost; another copy is to be given to the faculty member. This report is to remain confidential to the extent permitted by law, available only for the use of the concerned faculty member and appropriate University officials.

G. **Terms and Continuation of Appointment:** Professors of Practice will be appointed with annual written contracts. The following principles outline the policy on continuation of the contract for Professor of Practice faculty members:

Professor of Practice positions are normally two semester contracts that may be renewed annually or, if for a lesser period of time, the period of funding from the contract, grant, or other designated funds.

Renewal is contingent upon need for services, the availability of funding and satisfactory performance.

All department heads/chairs and unit heads shall conduct at least one annual review before April 30th with each faculty member to evaluate his or her performance and to discuss his or her future development.

In order to review the faculty member fairly, the head/chair or unit head shall request a current vita and any supporting material the head/chair or unit head of the faculty member deems appropriate prior to the review. More frequent reviews may be conducted at the discretion of the faculty member or the department head/chair.

The initial letter of appointment should clearly define the length of the appointment, benefits, and duties/responsibilities. The offer letter should make clear that continuation of appointment is subject to the availability of funds, the need for services, and satisfactory performance.
In addition to annual review by the department or unit head/chair, unit faculty will also periodically review the Professor of Practice holders (e.g. after the first appointment is concluded and then every 2 to 3 years thereafter).

Letters containing commitments not consistent with these procedures are not enforceable unless authorized in writing by the president of Auburn University.

H. **Dismissal:** Termination of Professor of Practice during the contract term shall be effected by the University only for lack of funding or adequate cause. If termination during the contract term is for reasons other than lack of funding, then Chapter 3, Section 9.2 of this Faculty Handbook provides that “Rights of due process shall also apply to a nontenured faculty member dismissed before completion of his or her contractual term.” Dismissal shall not be used to restrain faculty members in their exercise of academic freedom or other rights of American citizens.

I. **Noncontinuation of Appointment:** The standard contractual period for Professor of Practice faculty is two semesters and the university retains the right to continue or noncontinue the appointment of a Professor of Practice faculty member.

J. **Conditions of Appointment:** A faculty member on full-time appointment as a Professor of Practice is eligible for benefits as provided for in this handbook or in other applicable University policies, with the exception of tenure, de facto tenure, and professional improvement leave. University contributions toward retirement, social security, annual and sick leave, and insurance benefits shall be covered through the contract, grant, generated income, or other designated funds that provide support for the position.

K. **University Membership:** A full-time Professor of Practice may be eligible to vote on faculty matters according to department and/or school/college governance rules; this may include the ability to serve on committees. If they teach, Professor of Practice faculty members are encouraged to improve their instructional qualifications and are eligible for departmental/college resources earmarked for such purposes; this may include eligibility for travel and other resources.

L. **Change from Nontenure-Track to Tenure-Track Faculty:** An appointment of a Professor of Practice to tenure-track faculty may only occur through standard, institutionally endorsed hiring procedures for tenure-track positions. Professor of Practice time will not count toward years in rank for tenure and promotion purposes.

M. **AAUP Guidelines:** Auburn endorses AAUP guidelines stating that no more than 15 percent of the total instruction within an institution and no more than 25 percent of the
total instruction within any department should be provided by faculty with nontenure-track appointments. In Auburn University’s efforts to adhere to these guidelines, any exceptions to these percentages must be approved in writing by the provost.

3.5.8 Guidelines for Establishing and Filling Positions in the Extension Title Series

Executive Summary

Appointment and Promotion in the Extension Title Series
A. Introduction
B. Definition
C. Teaching
D. Establishment of a Position
   a. Initial Appointment
E. Areas of Activity
F. Ranks, Titles, and Criteria
G. Performance Evaluation
H. Promotion Criteria and Considerations for Extension Faculty
I. Eligibility for Promotion
J. Procedure for Promotion
K. Terms and Continuation of Appointment
L. Dismissal
M. Graduate Faculty
N. Conditions of Employment
O. University Memberships
P. Change from Non-tenure Track to Tenure-Track Faculty

Executive Summary
The Extension title series is a professional series for the appointment of appropriately qualified individuals who contribute to the University’s Extension mission by providing statewide programmatic leadership and scholarship (lead scholar) in a subject-matter discipline or areas of emphasis. Frequently, faculty members in this professional series have split appointments with the Alabama Agricultural Experiment Station.

Criteria for appointment, performance review, and promotion in the Extension title series are included herein. Appointment, review, and promotion in the Extension title series require demonstrated ability to initiate and maintain a scholarly Extension program based upon personal research supported by contracts, grants, generated income or other designated funds.

Appointments as an Associate Extension Professor or Extension Professor also requires evidence of prior or current success as a principal or co-principal investigator of grants, contracts or generated income.

Appointees in the Extension title series are independent investigators under the supervision of the department head/chair or unit head. These appointments may have 9-month or 12-month contracts. They are eligible for all benefits except tenure, de facto tenure, and professional improvement leave. The Extension title series is not to be considered a substitute for postdoctoral positions or a means to extend a postdoctoral appointment beyond university time limits for postdoctoral appointments. All
Extension title series positions are continuous appointments subject to the availability of federal or state appropriated funding or funding generate from grants, contracts or generated income.

To establish a position in the Extension title series, the initiating unit shall (1) prepare a proposal demonstrating the need for such a position and indicate the source, amount, and term of funding for the extension program; (2) obtain approvals of the proposal by the Director of the Alabama Cooperative Extension System, the dean of the college/school, the chief administrative officer of the concerned unit, and the provost; and (3) prepare a job description and identify space that is needed for the performance of extension educational programming. The proposal shall be transmitted to the dean of the college/school by the department head/chair or unit head with his or her indication of faculty approval for establishment of the position. The hiring of Extension faculty will follow normal university hiring procedures. Joint appointments require the approval of all deans and directors involved.

Procedures for promotion in the Extension title series will be specified by each department’s governance document, and criteria must be approved by the college/school and the Provost’s Office. Promotion decisions must correspond to the annual deadlines approved by the Provost’s Office and be reported to the Provost’s Office accordingly.

Appointment and Promotion in the Extension Title Series

A. Introduction: In its role as a comprehensive Land-grant institution, Auburn University has a need to continuously expand its pool of faculty in agriculture, engineering, and the sciences to deliver educational extension outreach programs in non-formal venues. These highly trained faculty are not a part of the tenure-track system but are very engaged in leading extension programs, conducting evidence-based research, collaborating with colleagues both internal and external to Auburn University, and engaging stakeholders to deliver research-based programming through varied educational activities. Educational programs are assessed and measured impacts are determined for evaluating program effectiveness, including return-on-investment (ROI). In addition to formal and non-formal teaching, these individuals expand education via curriculum development, websites, social media, videos, online instruction, digital publications, mobile apps, E-newsletters, and formal publications (i.e., books, book chapters, peer-reviewed publications, proceedings articles, newsletters, etc.). In order to meet the responsibilities as an Extension title series, they generate extramural funding through contracts, grants, and user fees. To fulfill these requirements more effectively and to be more competitive in attracting and retaining needed professional personnel, an Extension title series for appointments and promotions without tenure is established hereafter and defined and described.

B. Definition: The Extension title series is a professional series for appointment and promotion of appropriately qualified individuals who contribute to the University’s Extension mission by providing statewide Extension programmatic leadership and scholarship in an assigned subject-matter discipline or area of emphasis. Extension title series will establish an innovative, productive and self-supported research program that contributes research-based information in support of their Extension program. Funding to support the research and Extension programs will be generated through contracts, grants, generated income, or other designated funds. These appointments may have 9-month or 12-month contracts.

C. Teaching: A faculty member on appointment in the Extension title series can have regularly scheduled teaching appointment. However, there are strict federal regulations and restrictions regarding the use of Extension funding to support formal classroom teaching. Non-Extension
funding must cover an appropriate percentage of the salary and fringe cost for an Extension title series who teaches an academic for-credit course.

D. **Establishment of a Position:** To establish a position in the Extension title series, the initiating unit shall (1) prepare a proposal demonstrating the need for such a position and indicate the source, amount, and term of funding; (2) prepare a job description and identify space that is needed for the performance of extension educational programming; and (3) obtain approvals of the proposal by the Director of the Alabama Cooperative Extension System, the dean of the college/school, and the provost. The proposal shall be transmitted to the dean of the college/school by the department head/chair or unit head with his or her indication of faculty approval for establishment of the position. The hiring of the Extension faculty will follow normal university hiring procedures. Joint appointments require approval of all deans involved as well as the Director of the Alabama Cooperative Extension System.

a. **Initial Appointment:** Initial appointments are made as the result of normal recruiting procedures. Departments and units have some leeway in establishing the search procedures most appropriate for their particular circumstances. The department or unit might act as a committee of the whole or smaller screening committees might be used; a recommendation by a search committee might be transmitted to the department or unit as a whole for further consideration and transmittal to the department head/chair or unit head, or it might be transmitted directly to the head/chair or unit head. It is appropriate that Regional Extension Agents be included on the search committee. Whatever the procedure, it should be established in advance of need by the department or unit as a whole. The department head/chair or unit head, in consultation with his or her faculty, should decide the on the positions needed and the qualifications of a successful candidate. Together they should develop a position description to be supplied to the candidates. The appointment of an internal candidate to fill a vacancy is a temporary solution and shall neither foreclose nor delay a national search to fill the originally vacated position. The internal candidate may subsequently compete in the national search.

The department head/chair or unit head and the search committee shall be guided by the Provost’s Office and the Affirmative Action Office in framing an advertisement for the position, in seeking permission to advertise, and in recommending an appointment. Guidelines from the Affirmative Action Office help ensure compliance with federal law and help ensure an open and fair search.

When making recommendations for appointments in the Extension title series except those designated as temporary, the department head/chair or unit head shall confer with all available members of the department holding professional ranks or, if the unit does not include professional faculty, with those holding continuing appointments. He or she shall transmit a written summary of the reactions of these faculty members, including a formal vote, along with appointment forms, through the appropriate dean and the Extension Director, to the provost. Where the faculty members do not concur in an initial appointment, the head/chair may submit a recommendation for appointment with his or her justification and a report of non-concurrence of the faculty. An appointment made without the support of the faculty may jeopardize the new hire, since the faculty will ultimately vote on promotion.

The doctorate is the terminal degree for most disciplines represented at Auburn University. Requests for exceptions must be presented to the provost with appropriate justification by the department head/chair, with faculty concurrence, and the dean.
appointment cannot be made without the approval in writing of the Provost’s Office.

Each initial appointment must be confirmed by the appropriate department head/chair/unit head or dean in a written notice to the appointee after proper administrative approvals have been obtained. This letter constitutes the faculty member’s written terms of the initial employment.

E. **Areas of Activity:** Four areas of activity are important in the evaluation of individuals for appointment, performance review, and promotion in the Extension title series: (1) documented evidence of impactful Extension programming; (2) national and international professional status and scholarly productivity as indicated by evaluation statements from external peers; (3) ability to initiate and maintain a program of educational outreach supported by grants, contracts, generated income, or other designated funds; and (4) collegiality, as discussed for tenure track faculty in Section 3.6.2 of this Faculty Handbook. Guidelines relative to the first two areas of activity are described in Chapter 3 of this handbook; guidelines for the third area of activity as well-established in that the grant, contract, or other source of designated funds should cover salaries and costs of benefits for personnel, operating expenses, equipment, and overhead.

F. **Ranks, Titles, and Criteria:** The ranks and related titles in the Extension title series shall be: (1) Assistant Extension Professor, (2) Associate Extension Professor, and (3) Extension Professor. Although it is not feasible to specify exact criteria for evaluating the credentials of an individual for appointment or promotion to any one particular rank in the Extension title series, the following statements are provided as guidelines. The following statements provide an overview of the Extension title series.

1. **Assistant Extension Professor:** The Assistant Extension Professor is the usual entry-level rank for a candidate who has completed the appropriate terminal degree (doctorate) in the specified field of study, possesses the equivalent in training, ability, and experience and meets the appropriate credentialing requirements.

   Appointment to the rank of Assistant Extension Professor shall be made when it has been determined that the individual (1) has a current independent capability for conducting impactful extension educational programming supported by contracts, grants, or other designated funds; (2) has a potential for significant professional growth in the field of educational outreach; and (3) holds the academic degree in the field or is on track to complete the terminal degree in a defined length of time for degree completion. Following degree completion, The Assistant Extension Professor will remain in this rank until credentials appropriate for promotion to Associate Extension Professor.

2. **Associate Extension Professor:** The Associate Extension Professor is a rank of distinction that is attained through successful performance of assigned duties. A candidate should hold the appropriate terminal degree (doctorate) in the appropriate field of study or the equivalent in training, ability, and experience and should meet appropriate credentialing requirements.

   A candidate for Associate Extension Professor should have demonstrated mastery of the subject matter in his or her field and ability to apply it well in his or her educational outreach activities. Additionally, the candidate should have contributed, typically through significant work, to his or her area of specialization and participated in professional activities.

   Criteria for promotion to Associate Extension Professor are specific to each department,
according to approved guidelines, and must be approved by the Provost’s Office. Promotion decisions will be determined by the specific department head/chair, the dean of the respective college or school, and the director of the Alabama Cooperative Extension System. Promotion decisions must correspond to the annual deadlines approved by the Provost’s Office and reported to the Provost’s Office accordingly. As the chief academic officer of Auburn University, the provost retains the right to review all proposed promotions and act appropriately.

Appointment or promotion to the rank of Associate Extension Professor shall be made only after documented indication of continuous improvement and contribution by the individual in impactful extension educational scholarship and programming which are supported by obtaining extramural funding by grants, contracts, grants and generated income.

3. **Extension Professor:** The Extension Professor is a rank requiring professional peer recognition of the individual as an authority in his or her field of specialization. A candidate should be recognized by associates in being outstanding in leading extension educational activities. It is therefore expected that peers within and outside the University will attest to the candidate’s high professional standing. A candidate should hold the appropriate terminal degree (doctorate) or the equivalent in training, ability, and experience and should meet appropriate credentialing requirements.

Criteria for promotion to Extension Professor are specific to each department, according to approved guidelines, and must be approved by the Provost’s Office. Promotion decisions will be determined by the specific department head/chair, the dean of the respective college or school, and the Director of the Alabama Cooperative Extension System. Promotion decisions must correspond to the annual deadlines approved by the Provost’s Office and reported to the Provost’s Office accordingly. As the chief academic officer of Auburn University, the provost retains the right to review all proposed promotions and act appropriately.

Appointment or promotion to the rank of Extension Professor shall be made only after documented indication of continuous improvement by the individual in impactful extension educational scholarship and programming which are supported by funding such as grants, contracts, and generated income.

G. **Performance Evaluation:** All department heads/chairs and unit heads, such as center or institute directors, shall conduct at least one annual review before April 30 with each Extension track faculty member to evaluate his or her performance and to discuss his or her future development. For the review, the Extension faculty member will provide current vita and any supporting material to document performance and impact to the department head/chair or unit head of the Extension faculty member.

In the case where an Extension faculty member has not achieved promotion to Associate Extension Professor or Extension Professor, particular care shall be taken by the department head/chair or unit head to relate the faculty member’s job performance to the promotion criteria. Significant achievements or deficiencies that might enhance or impede the candidate’s progress toward higher rank shall be noted.

The head/chair or unit head shall prepare a written summary statement covering the major points of accomplishments, inconsistent performance, and future goals discussed in the conference. A copy of the report shall be provide to the Extension faculty member within a month of the conference. The Extension faculty member shall be asked to sign it as confirmation as having
seen it. If the Extension faculty member does not agree with the material in the report, he or she may write a response to be appended to the report. One copy of the signed report and response, if there is one, is to be retained for the Extension faculty member’s departmental personnel file and copied to the Office of the Provost; another copy is to be given to the extension faculty member. This report is confidential, available only for use of the concerned Extension faculty member and any University officials who have supervisory responsibility over the Extension faculty member.

Each department head/chair or unit head shall conduct a third-year review of all of its Assistant Extension Professor faculty members. As with the annual review, the head/chair or unit head shall request a current vita and any supporting material to document performance and impact. The particular focus of this review is the Extension faculty member’s progress toward achieving promotion. The review, therefore, must address the specific departmental/college/ and Extension System expectations for promotion. The head/chair or unit head shall prepare a written report covering the findings of the review to cover strengths, weaknesses, and recommendations.

H. Promotion Criteria and Considerations for Extension Faculty: An Extension faculty member is focused on the educational Extension work and has the obligation to contribute to the scholarly literature and knowledge base of his or her discipline through findings generated from research and Extension scholarship. To a large extent, each discipline and each department must determine how much and what quality of Extension educational programming work is appropriate for promotion and judge its candidates thoroughly.

I. Eligibility for Promotion: There is no fixed requirement for years of service at a given rank before an Extension faculty member can be promoted. Except as otherwise required by law, an Extension faculty member on leave without pay cannot be a candidate for promotion while on leave.

J. Procedure for Promotion: Promotion will follow a standard protocol in each department, and criteria must be approved by the Director of the Alabama Cooperative Extension System (ACES), the dean, and the Provost’s Office. Promotion decisions will be determined by specific department, department head/chair, the dean of the respective college or school, and the director of the Alabama Cooperative Extension System (ACES). As the chief academic officer of Auburn University, the provost retains the right to review all promotions and act accordingly.

K. Terms and Continuation of Appointment: It has been the practice of the University for faculty appointments to be continued by mutual commitment and understanding rather than by forma contracts. All Extension title series positions are one-year contracts that may be reviewed annually or, if for a lesser period of time, the period of funding from the grant, contract, or other designated funds. Renewal is contingent upon funding available and upon performance. All appointees in the Extension title series will have annual, written employment contracts. Extension faculty will be appointed through letters-of-offer that state the starting salary which has been approved by all funding sources, benefits and duties/responsibilities.

Letters containing promises not consistent with the Extension title series are not enforceable unless authorized in writing by the President of Auburn University.

All department heads/chairs and unit heads shall conduct at least one annual review with each faculty member to evaluate his or her performance and to discuss his or her future development in relation to continuation of appointment. The annual review criteria is established in Section F.
L. **Dismissal:** Termination of an Extension faculty member during the contract term shall be effected by the University only for lack of funding or adequate cause, including but not limited to lack of collegiality and unprofessional behavior. If termination during the contract term is for other than lack of funding, the Chapter 3, Section 9.2 of this handbook provides the “Rights of due process shall also apply to a non-tenured faculty member dismissed before the completion of his or her contractual term.” Dismissal shall not be used to restrain faculty members in their exercise of academic freedom or other rights of American citizens.

In order to ensure that non-continuation is not used to restrain faculty members in their exercise of academic freedom, an employee in the Extension title series is afforded the opportunity to appeal his or her non-continuation using the same procedure as provided in the handbook for tenure-track faculty members who are given letters of non-continuation or by following the Scientific Misconduct Policy in Chapter 5 of this handbook.

M. **Graduate Faculty:** A faculty member on appointment in the Extension title series may be proposed, recommended, and approved for membership in the graduate faculty as provided in this handbook. If the appointee in the Extension title series is approved for membership, the individual’s participation as a member of the graduate faculty shall be limited to directing graduate theses and dissertations, teaching courses that he or she is qualified to teach according to accreditation guidelines, and to serving on committees appointed by the dean of the Graduate School in proportion to their other assignments.

N. **Conditions of Employment:** A faculty member on appointment in the Extension title series is eligible for benefits as provided in this handbook or other applicable University policies, except tenure, de facto tenure, and professional improvement leave. University contributions toward retirement, social security, annual and sick leave, and insurance benefits for the faculty member shall be covered through the contract, grant, generated income, or other designated funds that provide support for the individual’s position.

O. **University Membership:** A faculty member serving in an Extension title shall be eligible to vote on all faculty matters, including faculty appointment and promotion, but not on tenure. An Extension title series may also vote on and/or be elected as the department’s representative in the University Senate.

P. **Change from Non-tenure Track to Tenure-Track Faculty:** If the appointment of a faculty member is changed from the Extension title series to tenure-track faculty through normal, faculty-approved, tenure-track hiring, years of service while on appointment in the Extension title series will be treated as full-time service in a faculty rank at another institution, as described in this handbook.

Q. **AAUP Guidelines:** Auburn endorses AAUP guidelines stating that no more than 15 percent of the total instruction within an institution and no more than 25 percent of the total instruction within any department should be provided by faculty with nontenure-track appointments. In Auburn University’s efforts to adhere to these guidelines, any exceptions to these percentages must be approved in writing by the provost.

**Section 3.6: Promotion and Tenure of Tenure-Track Faculty**

Chapter 3-56
3.6.1. Promotion Criteria Considerations

Promotion is based on merit. A candidate for promotion should have acceptable achievements in the areas of (1) teaching and/or outreach and (2) research/creative work. He or she is further expected to demonstrate over a sustained period distinctive achievement in one of these areas or achievement in both areas comparable to that of successful candidates in the discipline in the past five years. In addition, he or she is expected to have contributed service to the University. Candidates covered by provost-approved departmental promotion and tenure guidelines will be evaluated accordingly. For candidates not covered by provost-approved departmental promotion and tenure guidelines, the criteria for teaching, research/creative work, and outreach described below shall be considered by the faculty in the evaluation of a candidate’s performance and achievement. The candidate’s employment conditions and academic assignments shall determine which criteria are most emphasized, and standards for promotion are based on the weights of each performance area as described in the letter of offer and subsequent annual evaluations. Credit shall also be given for contributions above and beyond specifically assigned duties.

A. Teaching: Since a primary activity of the University is the instruction of students, careful evaluation of teaching is essential. Because of the difficulty of evaluating teaching effectiveness, faculty members are urged to consider as many relevant measures as possible in appraising the candidate. These include consideration of the candidate’s knowledge of the subject and his or her professional growth in the field of specialization; the candidate’s own statement of his or her teaching philosophy; the quality of the candidate’s teaching as indicated by peer and student evaluations and teaching awards; performance of the candidate’s students on standardized tests or in subsequent classes; the candidate’s contributions to the academic advising of students; the candidate’s development of new courses and curricula; the quality of the candidate’s direction of dissertations, theses, independent study projects, etc.; and the quality of pedagogical material published by the candidate.

B. Research/Creative Work: A faculty member engaged in research/creative work has an obligation to contribute to his or her discipline through applied and/or basic research, through creative endeavors, or through interpretive scholarship. To a large extent, each discipline and each department must determine how much and what quality of research/creative work is appropriate for promotion (and/or tenure) and judge its candidates accordingly. In appraising the candidate’s work, faculty members should consider the quality and significance of the work, the quality of the outlet for publication or exhibition, and, in cases of collaborative work, the role of the candidate.

Research and creative work ordinarily can be documented by a candidate’s publications or
performances/exhibitions. Publication subjected to critical review by other scholars as a condition of publication should carry more weight than publication that is not refereed. Nevertheless, all forms of publication, including articles intended for a nonacademic audience, should be considered provided they are of high quality in relation to the purpose intended. Scholarly papers subjected to peer review and delivered at a regional or national conference and creative work subjected to peer review and performed or exhibited on a regional or national level should carry more weight than work done only on a local level.

Successful efforts in obtaining extramural support for research/creative work (as well as for teaching and outreach programs) should also be positively considered in evaluation of the candidate.

C. Outreach: As used in this chapter “outreach” refers to the function of applying academic expertise to the direct benefit of external audiences in support of university and unit missions. A faculty endeavor may be regarded as outreach scholarship for purposes of tenure and promotion if all the following conditions are met: (1) there is a substantive link with significant human needs and societal problems, issues, or concerns; (2) there is a direct application of knowledge to significant human needs and societal problems, issues, or concerns; (3) there is utilization of the faculty member’s academic and professional expertise; (4) the ultimate purpose is for the public or common good; (5) new knowledge is generated for the discipline and/or the audience or clientele; and (6) there is a clear link/relationship between the program/activities and an appropriate academic unit’s mission. (While outreach may be sponsored by a unit other than the faculty member’s department, both the faculty member and the sponsoring unit must recognize the activity as outreach. Outreach is not expected of all faculty. Participation in this function varies from major, continuing commitments, as is the case with the Alabama Cooperative Extension System, through intermittent engagement for individual faculty as needs and opportunities for a particular expertise arise, to no involvement at all.

The commitment of faculty time to outreach is a decision to be made by the faculty member with the approval of the department in which the faculty member will seek tenure and/or promotion. It is established in the letter of offer and may be modified in annual work plans, or during the year in response to unexpected needs. In any case, this decision should be made with due consideration to the professional development of the faculty member, the expected public benefits of the outreach activities, and the mission of the department and/or other supporting units. Departmental approval carries a commitment to assess and appropriately weigh outreach contributions in salary, tenure, and promotion recommendations.

Demands for quality in outreach are the same as in teaching and research/creative work; however, outreach activities are different in nature from other activities and must be
evaluated accordingly. Please refer to [http://www.auburn.edu/outreach](http://www.auburn.edu/outreach) for resources concerning faculty participation in Outreach Scholarship. Department heads/chairs should request any material necessary from the candidate to facilitate faculty assessment of the type, quality, and effectiveness of the candidate’s involvement in extension activities and evaluation of any resulting publications.

**D. Service:** University service includes participating in departmental, college or school, and University governance and committee work; assisting in the recruitment of new faculty; and developing and assisting in the implementation of new academic programs. Faculty should detail particularly distinctive contributions to University life on the part of the candidate, including service to the candidate’s profession, such as offices held and committee assignments performed for professional associations and learned societies, and editorships and the refereeing of manuscripts.

### 3.6.2. Tenure Criteria and Considerations

Auburn University nurtures and defends the concept of academic tenure, which assures each faculty member the freedom, without jeopardy at the department, college or school, or University level, to criticize and advocate changes in existing theories, beliefs, programs, policies, and institutions and guarantees faculty members the right to support, without jeopardy, any colleague whose academic freedom is threatened. Tenure establishes an environment in which truth can be sought and expressed in one’s teaching, research/creative work, outreach work, and service. In addition to demonstrating quality in the areas of (1) teaching, (2) research/creative work, (3) outreach, and (4) service, as described above under Promotion Criteria Considerations (Section 3.6.1) and, where applicable, in approved departmental guidelines, the candidate for tenure must demonstrate that he or she contributes as a productive and collegial member of the academic unit in all relevant areas. Are the candidate’s professional abilities and relationships with colleagues compatible with the departmental mission and with its long-term goals? Has the candidate exhibited an ability and willingness to engage in shared academic and administrative tasks that a departmental group must often perform and to participate with some measure of reason and knowledge in discussions germane to departmental policies and programs? Does the candidate maintain high standards of professional integrity? Concerns respecting a candidate’s collegiality should be shared with the candidate as soon as they arise; they should certainly be addressed in the annual review and the third-year review. For tenure, the candidate must demonstrate that he or she contributes as a productive and collegial member of the academic unit in all relevant areas.

### 3.6.3 Effective Implementation of Promotion and Tenure Guidelines

Chapter 3-59
3.6.4 Eligibility for Promotion and Tenure

There is no fixed requirement for years of service at a given rank before a faculty member can be promoted or tenured. However, the qualifications for tenure or for promotion to associate professor generally cannot be demonstrated fully in less than five complete years of service; promotion to professor cannot be demonstrated fully in less than four complete years on full-time appointment at the associate professor level. Only in exceptional and well-documented cases, in which a faculty member has met all requirements for promotion and/or tenure in a shorter time, should he or she be recommended for promotion and/or tenure before meeting these standard expectations for completed years in rank.

The norm for consideration of candidates for tenure and promotion to associate professor is therefore during the sixth year of appointment. A candidate must be considered for tenure during his or her sixth year if he or she has not been granted tenure earlier and has not waived consideration. Under no circumstances should the length of the probationary period exceed seven years of full-time service except where the faculty member has agreed in writing that a year in which the faculty member qualified for leave under the Family and Medical Leave Act (FMLA) or took leave without pay will not count toward the probationary period. The written agreement must be received by the provost within the probationary year in which the extension is requested.

If a faculty member begins employment between January 1 and May 15, the partial academic or calendar year shall not count as part of the probationary period.

A faculty member who feels that he or she has not met the requirements for tenure by the sixth year can forever waive consideration by stating, in writing, that he or she does not wish to be considered by the department. In such a case, the dean will send the letter of noncontinuation to the faculty member.

A faculty member on leave of absence without pay need not count his or her leave time toward tenure and/or promotion. However, if such a leave is professionally related, the faculty member may wish to count that time. Except as otherwise required by law, a faculty member on leave without pay cannot be a candidate for promotion and/or tenure while on leave. A faculty member on leave with pay should count such time and may be a candidate.

A faculty member who has qualified for FMLA leave while holding a tenure-accruing appointment may request a one-year extension of the date on which the probationary period
would end. Only two such extensions are allowed. Any request may be made only during the first five probationary years of the tenure process. The faculty member will retain the position of full-time employee.

Except in highly unusual circumstances, a faculty member holding the rank of assistant professor, librarian II, or archivist II recommended for tenure should be recommended for promotion to associate professor, librarian III, or archivist III as well. However, recommendation for promotion at this level does not necessarily entail recommendation for tenure, since the criteria for tenure, which include collegiality, are more exacting than the criteria for promotion. Recommendations for promotion and tenure must be voted separately.

There are no fixed quotas for tenured positions or for the various ranks established for colleges, schools, or departments.

**De Facto Tenure:** A faculty member who has provided more than seven years of full-time service in a probationary tenure-track appointment must be awarded tenure by the president, except in those cases described in Chapter 3, Section 3.3 of this handbook, in which a written agreement, approved by the provost at the time of the new appointment, excludes some or all years of prior service at Auburn toward tenure eligibility. Any such exclusion would also apply to the awarding of de facto tenure. A faculty member who contends that he or she has served as a tenure-track faculty member for more than seven years may appeal through the normal administrative chain for consideration of the claim. However, tenure gained this way must be forfeited if it is established that the faculty member’s not being recommended for tenure consideration was a deliberate attempt on the part of the faculty member and/or the department head/chair to avoid the formal tenure process in order to acquire de facto tenure.

A full-time faculty member who has been awarded de facto tenure is entitled to the procedural protections associated with tenure in any action to terminate his or her services.

**3.6.5. Policy and Procedure for Promotion and Tenure**

**A. Initiation of the Process**

The promotion process can be initiated by the candidate’s department head/chair or by the candidate. In the case of tenure, it is the joint responsibility of the department head/chair and the faculty member to see that the tenure process begins at the appropriate time. The steps delineated below apply to both the promotion and tenure process.

Candidates and department heads/chairs should supply information necessary for evaluation in the format outlined in this chapter. This information should be available first to eligible faculty members, then to the dean and, if applicable, the appropriate
college committee, then to the University-level Promotion and Tenure Committee. The information requested is sufficiently detailed so that faculty members can evaluate a candidate in terms of both potential and achievement. Department heads/chairs and candidates who have questions about material to be submitted should feel free to contact the provost.

B. Participating Faculty

Faculty members eligible to participate in evaluation of the candidate are those of higher rank than the candidate for promotion and those with tenure in the case of a candidate for tenure.

C. Information on the Candidate

The outline printed below indicates the kind of information each candidate for promotion and/or tenure and his or her department head/chair should supply and describes the format to be followed in presenting that information.

(1) General Instructions

The candidate and the department head/chair should jointly supply (1) applicable department guidelines that establish criteria for evaluation, and (2) the weights of each performance area as described in the letter of offer or as modified by subsequent annual evaluations.

All lists (of positions held, courses taught, publications, etc.) should be in reverse chronological order with dates clearly indicated.

Supporting material such as publications, slides, course materials, evaluative material (book reviews, published critiques, adjudicated production reviews, etc.) should be made available for review by the department and later by the dean and appropriate college committee. The candidate and department head/chair should agree on the selection of material to be made available. This material should not be forwarded to the University Promotion and Tenure Committee.

(2) Information to Be Supplied by the Candidate


b. A percent breakdown of the allocation of time and effort for teaching, research/creative work, outreach, and service for the past three years.

c. A list of honors and awards. Include academic honors, teaching awards,
Scholarly Contributions by the Candidate

1. Teaching

a. Actual courses taught for each semester of the past three years. Indicate lecture/lab hours per week and enrollment.

b. Graduate students whose work has been completed. Indicate degree awarded to the student, year, and, if known, position now held by the student; indicate whether the candidate was the major professor or a committee member.

c. Graduate students on whose committee the candidate is presently serving. Indicate whether the candidate is the major professor or a committee member. Indicate the degree the student is working for and the work that the candidate has done.

d. Courses and curricula developed.

e. Grants received related to teaching.

f. Publications pertaining to teaching. Include textbooks, manuals, articles on pedagogy.

g. Other contributions to teaching.

h. Statement of candidate’s teaching philosophy and self-evaluation in terms of his or her stated values. This should be no longer than one page.

2. Research/Creative Work

For publications, provide complete publication data. In cases of multiple authorship, list names of all authors in correct order. Inform the committee of the significance of author order on publications in the candidate’s disciplines. Indicate percentage of the candidate’s contribution or describe the nature of the candidate’s contribution; indicate,
by means of an asterisk, student contributions. Provide, in an appendix, proof of acceptance of publications in press and proof of publications of which acceptance is conditional. Do not submit manuscripts that have not been accepted for publication. For exhibitions and performances, provide dates and locations.


b. Article-length publications. Distinguish by type: book chapters, articles in refereed journals and invited articles, bulletins, proceedings, transactions, abstracts, book reviews, non-refereed articles, etc.

c. Papers or lectures. Distinguish by type: papers at professional meetings, invited lectures, etc.

d. Exhibitions. Distinguish between juried or invitational shows; identify work(s) and juror (juries); indicate regional, national, or international exhibitions.

e. Performances. Distinguish between local performances, out-of-town invitationals, concert series, etc. List musical compositions here.

f. Patents and inventions.

g. Other research/creative contributions.

h. Grants and contracts. Note all co-authors, identifying the principal investigator and the involvement of the candidate; indicate funding source and amount. Distinguish between grants received and grants applied for but not funded. (Note: Internal support and NEH and NEA fellowships should be listed under honors and awards.)

i. Description of candidate’s scholarly program. Work in progress and work anticipated should be described in no more than one page.

3. Outreach

The purpose of this section is to document achievement in outreach scholarship. It is divided into two parts. Part 1 is a reflective commentary on the candidate’s outreach program or programs. It is intended to highlight and explain the candidate’s most significant contributions. Part 2 is a list of all of the candidate’s outreach activities and products.

a. Commentary: The commentary should describe and explain the scholarship involved in one or more outreach programs that you consider the major achievements
of your efforts. A program is a set of activities that share a common focus and depend upon a particular expertise. The entire commentary is limited to five pages, single spaced. Each program should include the following:

1. **Description.** Provide a brief overview of the needs addressed, the objectives, methods, and target audience. Describe selected activities and/or products from Part B that are most illustrative of the candidate’s contribution to this program. Include example in the portfolio.

2. **Mission.** Indicate how the program was compatible with university and unit missions.

3. **Scholarship.** Describe the role of the candidate’s professional expertise in the design and execution of the program. Describe how the activities applied the candidate’s discipline to the needs of society, required integration with other disciplines, and/or generated new knowledge for the discipline and/or audience. Explain how this knowledge was communicated to broader audiences. Indicate how the program led to increased recognition of the candidate’s professional expertise by external audiences. Indicators would include requests for information; invitations to make presentations; service on review panels; receipt of contracts, grants, and professional awards, etc.

4. **Impact.** Describe observed impacts and/or explain any unobserved impacts that are to be expected according to the discipline(s) applied. Identify the direct and indirect beneficiaries. Evidence of impact can include both quantitative results (e.g., changes in test scores, increased crop production, or widespread adoption of a product or technique) and qualitative results (e.g., testimonials from clients, reviews by knowledgeable scholars/critics).

b. **Activities and Products:** List activities and products using the categories outlined below. There is no page limit on Part B, but candidates are encouraged to be concise in order to focus reviewers’ attention on the most important contributions. In particular, numerous activities or products of the same type should be summarized to the extent possible. Brief descriptions accompanied by examples and totals will suffice.

1. **Instructional activities:** List the title or subject of each distinct course or presentation, the type (curriculum, course, workshop, exhibit, etc.), the duration (usually in hours), the candidate’s role in creating (developer, presenter), the target audience, the method of reaching the audience (conference presentation, telecommunications, site visit, etc.), and the number of presentations given.

2. **Technical assistance:** List each type of assistance (e.g., job classification), the clientele, the contribution, and the number of times provided.
3. Outreach publications: Distinguish by type as indicated in items B1–B3 (“Research/Creative Work”) above: books (including published manuals and reports), article-length publications, papers, and lectures. Provide complete publication data, including number of pages, names of all authors in correct order, and percentage of candidate’s contributions. Indicate all refereed or peer-reviewed publications.

4. Electronic products: computer programs, websites, etc.

5. Other outreach products: videos, job aids, etc.

6. Copyrights, patents, and inventions.

7. Contracts, grants, and gifts.

4. Service

a. University Service: Distinguish among service to the University, to the college/school, and to the department. University service as part of a previously held position may be listed here. Administrative work that reduces the candidate’s teaching or research assignment should be listed here.

b. Professional Service: Service to professional associations and learned societies such as offices held, committees served on, etc.

(3) Information to Be Supplied by the Department Head/Chair

Information should be supplied in each of the following areas:

A. Teaching

1. Student evaluations. Include all student evaluations from at least one class per year for each of the three preceding years as follows: For each class include a copy of the questions asked, a summary indicating the spread of numerical responses to all questions, and all student comments in unedited form. If the University form is submitted, submit information on the required questions only and all student comments in unedited form. Indicate the grade distribution in each of these classes. If evaluations from more than three classes are available, the candidate should be consulted about which evaluations are to be included. The evaluations should reflect the candidate’s teaching in the different kinds of courses he or she is assigned to teach. The evaluation results should be condensed into as few pages as possible.

2. Peer evaluations. Include peer evaluations for at least one class for each of the
three preceding years. These should include assessment of syllabi, handouts, and exams, and assessment of the candidate’s conduct of the class. Reports based on team teaching are an acceptable form of peer review.

3. **Letters from thesis/dissertation students.** Librarians and archivists may include letters from members of the academic community outside the library. Supporting letters in this category are optional. No more than three should be included.

### B. Research/Creative Work

1. Statement as to how the level of support (dollars, personnel, space, reduced teaching loads, etc.) provided to the candidate compares to others engaged in similar work in the department.

2. Based on faculty input, an assessment of the quality of journals in which the candidate has published.

### C. Outreach

1. A statement of how the candidate’s outreach program

   1. serves the mission of an appropriate university unit (which information may be obtained from the sponsoring unit if it is not the candidate’s own department), and

   2. reflects scholarship (e.g., of application or integration) in the candidate’s discipline. (See C.1.c above in “Information to Be Supplied by the Candidate.”)

2. Participant, client, or peer evaluations from outreach activities. These letters may be solicited by the candidate or the department head/chair.

### D. Service

1. Letters invited by the candidate addressing his or her work on college and University committees.

### E. Confidential Letters from Outside Reviewers

The department head/chair (or the dean) shall solicit information from outside references in the case of candidates nominated for associate or full professor, librarian III or IV, or archivist III or IV. In consultation with the candidate and the faculty voting on the candidate, the head/chair (or dean) shall compile a list of potential evaluators. He or she
shall then seek responses from at least three of the potential evaluators. These evaluators shall be people outside of Auburn University who are nationally acknowledged experts in the candidate’s field and can comment on the quality and reputation of the candidate’s work. If the evaluator is from an academic institution, he or she shall be of higher academic rank than the candidate. Letters from the candidate’s major professor for a graduate degree, from former graduate students, and from ongoing research partners are unacceptable. Evaluators may be associated with industry, government agencies, foundations, etc. If these letters arrive in time, they shall be made available to the voting faculty; otherwise, they shall be sent on to the Promotion and Tenure Committee. The letters from these outside referees shall remain confidential and shall not be made available to candidates at any time.

(4) **Guidelines for External Evaluator Selection for Faculty Evaluation** Format for identifying potential evaluators of promotion and tenure candidates

http://www.auburn.edu/academic/provost/guidelines.html

(5) **External Evaluation Sample Solicitation Letter** Example of letter needed to comply with promotion and tenure policy

http://www.auburn.edu/academic/provost/guidelines.html

D. **Consideration of the Candidate**

The candidate’s dossier (consisting of the departmental guidelines, weights for each performance area, information supplied by the candidate and the information supplied by the department head/chair), and supporting material shall be available for review exclusively by faculty eligible to vote on the candidate. After the faculty has had time to review the dossier and supporting material, the department head/chair, as a nonvoting participant, shall convene a meeting of all eligible faculty to discuss nomination of the candidate.

Confidentiality and the right of faculty members to express their viewpoints openly without fear of retaliation shall be the hallmarks of the discussion. Departmental deliberations shall be confidential to the extent permitted by law.

E. **The Department’s and Dean’s Recommendation**

After the candidate has made a presentation of his or her credentials if he or she so wishes, and after the faculty eligible to vote have had time to discuss the candidate's qualifications in a closed meeting, a secret ballot shall be taken at the meeting of eligible faculty to determine the final recommendation of the department faculty. Faculty members may participate in the promotion and/or tenure recommendation in one of the following ways:
a. present and voting;

b. present and abstaining;

c. absent but submitting a written vote prior to the meeting; or

d. absent and not voting (this response does not count as part of the total vote).

The department head/chair, dean, and any other faculty member serving as an administrator who has an official vote on the candidate at a higher administrative level shall not vote at the departmental level. Faculty members who serve on committees at the school, college, or university level may choose to vote at the departmental level or at higher levels, but they may vote only once on candidates from their departments. Immediate family members shall excuse themselves from discussion and voting.

The department head/chair shall announce the vote at the meeting. The vote shall be transmitted itemized as a, b, c, and d as listed above in writing, first to the dean of the candidate's college or school and the appropriate college committee, then to the Promotion and Tenure Committee along with the other information requested in this document.

The eligible department faculty who voted on a candidate's promotion and/or tenure will write a summary letter that reflects the vote and represents all aspects of the discussion leading to that vote. The department head/chair will also write an evaluative letter (that will count as his/her vote) with an explicit recommendation for or against promotion and/or tenure. In addition to these two required letters, individual faculty members may write letters explaining why they do or do not favor promotion and/or tenure. Where there are fewer than three faculty members in a department who are eligible to write letters of evaluation, the head/chair may ask for letters from faculty members in other departments who have knowledge of the candidate's professional performance. For faculty members hired under the research cluster initiative, the head/chair shall ask for a letter from the cluster leader prior to the consideration of the candidate for sharing with tenured faculty (and those of higher rank in cases of promotion). In such cases, the tenured faculty along with the head/chair will consider this information in making recommendations for promotion and tenure. Before writing the letter, the cluster leader shall seek advice from the steering committee of the cluster. Letters from the home department should address the quality of research/creative work and the candidate's potential for continued work, teaching effectiveness, effectiveness in the area of extension, service contributions, and, in tenure cases, potential to contribute as a productive and collegial member of the academic unit in all relevant areas. In the case of candidates for tenure-on-hire letters from the candidate's current colleagues as well as from Auburn faculty members are strongly encouraged and should address these same issues.
Faculty should bear in mind that letters to the Promotion and Tenure Committee are an important source of information for the committee. Letters can help the committee to make an informed judgment about the candidate's collegiality by addressing the candidate's performance of his or her duties within a department. Letters can also help the committee, whose members may not come from the candidate's field, understand the significance of the candidate's work and make a fair appraisal of it. Faculty, department heads/chairs, and chairs should note that, unlike letters from outside reviewers, which remain confidential, their letters will be made available to and may be rebutted by the candidate.

The department head/chair shall communicate the department's vote to the candidate and also make available to the candidate all letters submitted by the committee, the department head/chair, and individual faculty members. After reviewing the letters, the candidate has five working days to write a rebuttal if desired. The candidate can also make an informed decision about whether or not to continue with the process of seeking promotion and/or tenure. If the candidate wishes to continue the process despite a negative recommendation, the department head/chair and dean shall honor the candidate's request.

If there is a college committee, its members will review the dossier, letters, and the candidate's rebuttal (if submitted), and they will vote by secret ballot. The committee will write a summary letter that reflects the vote and represents all aspects of the discussion leading to that vote. The dean will also write an evaluative letter (that will count as his/her vote) with an explicit recommendation for or against promotion and/or tenure. The dean shall communicate the college/school committee vote and make available to the candidate the college's/school's and dean's letters. After reviewing the letters, the candidate has five working days to write a rebuttal if desired.

F. Submission of the Candidate’s Dossier

Provost’s Office’s approved format guidelines for submitting candidates’ dossiers
http://www.auburn.edu/academic/provost/pdf/Approved_Format_for_Candidate_Dossier.pdf

G. Schedule

Nominations for promotion and tenure shall be transmitted to the University Promotion and Tenure Committee. The specific date shall be announced in the annual call for nominations from the provost. The candidate’s dean and/or appropriate college committee shall request material early enough to allow for recommendations from the faculty, the department head/chair, and the dean as well as rebuttals from the candidate to be forwarded with the candidate’s dossier.

Chapter 3-70
H. University-Level Review and Recommendation and Notification of the Candidate

The University Promotion and Tenure Committee shall review each candidate’s dossier. Should additional material be needed, the committee shall contact the candidate’s department head/chair or dean. The committee shall vote by secret ballot whether or not to recommend the candidate for promotion and/or tenure. Deliberations of the committee shall remain confidential. The committee shall send its recommendation along with the candidate’s dossier to the president for final action. The president will meet with the Promotion and Tenure Committee whenever the recommendation of the committee on a promotion and/or tenure decision is not accepted. The meeting will take place before the president announces the decision.

When the president approves a recommendation for promotion and/or tenure, the candidate shall be notified in writing by the president, with copies of the notification to the department head/chair, dean, and provost. The candidate shall receive a copy of the Personnel Action Form authorizing the change in rank. When the president does not approve a candidate for tenure and/or promotion, the candidate shall be notified in writing by the provost. If the decision is to deny tenure and/or promotion, a letter with the vote of the University Promotion and Tenure Committee and the specific reasons for denial will automatically be sent to the candidate. If a candidate who was not denied so requests, he or she shall be informed of the numerical vote and provided with a written statement.

Copies of the notification shall also go to the department head/chair and dean. If the president overrules a recommendation, he or she shall inform the Promotion and Tenure Committee in writing within a month’s time of the overruling and the reasons for it.

Candidates considered for tenure and promotion on the schedule noted above shall be notified of the decision no later than the end of spring semester. Candidates for rank and tenure-on-hire shall be notified in a timely manner. A list of newly promoted and tenured faculty shall be made public by the end of summer term.

If tenure is denied in the fifth year, the department head/chair may give the candidate a letter of noncontinuation. Should tenure not be granted during the sixth year, the head/chair shall give the candidate at least a 12 months’ notice of noncontinuation. Such a candidate may be considered for tenure during the seventh year of full-time service, but this consideration does not invalidate the noncontinuation notice unless tenure is granted. In no case shall a candidate be considered for tenure by the Promotion and Tenure Committee more than two times.

A tenured faculty member who resigns and leaves the University and then is reemployed in a faculty position similar to the one previously held may have his or her tenure
reinstated on the recommendation of the tenured faculty of the affected department and on the approval of the department head/chair, dean, Promotion and Tenure Committee, and the president. A tenured faculty member in a department at Auburn University at Montgomery who accepts a faculty appointment on the main campus may be awarded tenure at the time of appointment only through the normal tenure process.

3.6.6 Appeal of Promotion and Tenure Decisions

Grounds for appeal exist when, in the opinion of the candidate, one or more of the following occurred:

1. The denial of promotion or tenure resulted from the fact that all evidence in support of the candidate was not presented at the time of the original consideration by the University Promotion and Tenure Committee.

2. The denial resulted from procedural irregularities concerning advisement and periodic review or a failure to follow promotion and tenure procedures of the department, college, school, or University.

3. The denial was based significantly on considerations violative of academic freedom.

4. The denial was based significantly on discrimination with respect to race, sex, religion, national origin, age, physical handicap, marital status, or sexual orientation in which case the matter shall be forwarded to the Office of Affirmative Action/Equal Employment Opportunity (AA/EEO) for investigation and recommendation.

A faculty member who contends unjust denial of promotion or tenure may choose to discuss the reasons for denial and the appeals process with the provost. Appeals must be made in writing to the provost through the department head/chair and dean within 14 calendar days of the date of the faculty member’s receipt of written notification of denial. The written request should include any relevant new material (not included in the original dossier) for the appeals committee consideration.

If the faculty member bases his or her appeal on alleged violation of academic freedom or discrimination, the appeal must include a statement of the grounds on which the allegation is based and evidence to support his or her case. If the faculty member succeeds in establishing a prima facie case, it is incumbent upon those who made the decision against continuation to come forward with evidence in support of their decision. Statistical evidence of discrimination may be used in establishing a prima facie case.

The provost shall respond promptly to the faculty member’s request for an appeal by forming an Appeals Committee and setting the date, time, and place for the hearing of the appeal.
The Appeals Committee shall be comprised of the following:

1. One current member of the University Promotion and Tenure Committee, selected by the Promotion and Tenure Committee.

2. Five former members of the University Promotion and Tenure Committee who represent the colleges, but not departments, of the appealing candidates. If more than five members are needed to represent the appellants, more than five members will be chosen as needed. Each year the Senate Rules Committee will provide a list of recommended members for the appeals committee based on the guidelines above; the provost will choose that year’s committee members from this list.

After the merit of the appeal has been judged, the recommendations of the Appeals Committee and all supporting documents shall be submitted to the president for final action.

In the appellate process, appeals must be taken and decisions rendered so as to prevent postponing a promotion or tenure decision to the next year.

Section 3.7: Evaluations and Reviews

(See also Chapter 4, Section 2.5, “Evaluation of Teaching”)

3.7.1 Faculty Annual Review

All department heads/chairs or unit heads shall conduct at least one annual review before April 30 with each faculty member to evaluate his or her performance and to discuss his or her future development. In order to review the faculty member fairly, the head/chair shall request a current vita and any supporting material the head/chair or the faculty member deems appropriate prior to the review. For faculty members hired under the research cluster initiative, supporting material shall include an evaluative letter by the cluster leader that is submitted to the head/chair prior to the review. Before writing the letter, the cluster leader shall seek advice from the steering committee of the cluster. More frequent reviews may be conducted at the discretion of the faculty member or the department head/chair.

The unit head shall prepare a written report summarizing the major points of the annual review. A copy of the report shall be provided to the faculty member within a month of the annual review. If there are no objections, the faculty member shall be asked to sign it as confirmation of having seen it. If the faculty member does not agree with the material in the report, he or she may write a response to be appended to the report. A copy of the signed report and response, if there is one, is to be retained for the faculty member’s
departmental personnel file; another copy is to be given to the faculty member; a third copy is sent to the Office of the Provost. To the extent permitted by law, the report is to remain confidential, available only for the use of the faculty member under review and any University officials who have supervisory power over the faculty member.

The annual review process described above applies to all tenure-track faculty members at AU, including those who have already earned tenure, with the exception of faculty members holding full-time administrative assignments, who are evaluated using a different mechanism. It is an implicit assumption within this process that faculty members whose performance is found to be below expectations during the annual review will take the steps needed to restore performance to a satisfactory (or exemplary) level. The following are the minimum standards for departmental/school/college faculty annual reviews (FAR). Each FAR must include:

1. The department head/chair’s (or dean’s) signature

2. The faculty member’s signature

3. The nature of the faculty member’s assignment, including the percentage of assignment devoted to teaching, research, outreach/extension, administration, and service

4. A clear indication of any change (including the percentage assignment) in the faculty member’s assignment for the coming year

5. Coverage of university mission areas (teaching, research, outreach/extension) in alignment with the faculty member’s individual assignment

6. An indication of the faculty member’s performance in each of the university mission areas consistently using the following descriptors: “exemplary,” “exceeds expectations,” “meets expectations,” “marginal,” “unacceptable”

7. Qualitative evaluative comments, and

8. An indication of the faculty member’s overall performance level using the following descriptors: “exemplary,” “exceeds expectations,” “meets expectations,” “marginal,” “unacceptable.”

If the faculty annual review is to be used effectively as a trigger for post-tenure review (see 3.7.3 below), it is essential that faculty members know where they stand with respect to their performance. Overall “unacceptable” performance must clearly be specified as such on
the faculty annual review form. It is the responsibility of every department head/chair/or unit head and dean to ensure that the annual faculty review is conducted properly in accordance with University policy and that any faculty member whose overall performance is judged “unacceptable” be clearly notified of such in writing on the evaluation form. The Office of the Provost will continue to audit all annual faculty reviews to make certain the minimum standards listed above are met consistently throughout the University.

Special care should be taken with the annual review of tenure track faculty members who have not yet achieved tenure or promotion to associate professor. Each academic unit shall develop procedures by which the department head/chair or unit head will conduct, at least annually, performance evaluations of tenure-track faculty members who have not yet achieved tenure or promotion to associate professor or professor. These procedures shall be subject to review and approval by the dean of the college or school. Unit-level procedures may require the department head/chair to consult with the unit's tenured faculty before conducting the annual performance evaluation of such candidates. The department head/chair shall take particular care to relate the faculty member's performance to the promotion and tenure criteria set forth in this document and in applicable departmental guidelines that have been approved by the Provost's Office.

Significant achievements or deficiencies that might enhance or impede the candidate's progress toward higher academic rank or tenure shall be noted. The third-year review of faculty members who have not yet achieved tenure, described below, shall serve as the annual performance evaluation in that year.

### 3.7.2 Third-Year Review

Each department or academic unit shall conduct a third-year review of all its probationary faculty members.

1. The third-year review shall take place no later than 32 months after initial appointment, normally before April 30 of the faculty member’s third year. The head/chair shall request a current vita and any supporting material the head/chair or the faculty member deems appropriate prior to the review and disseminate them to the tenured faculty of the department or unit. For faculty members hired under the research cluster initiative, supporting material shall include an evaluative letter by the cluster leader that is submitted to the head/chair prior to the review for sharing with the tenured faculty. Before writing the letter, the cluster leader shall seek advice from the steering committee of the cluster. In such cases, the tenured faculty along with the head/chair will consider this information in assessing the faculty member’s progress toward tenure and promotion.

2. The particular focus of this review is the faculty member’s progress toward achieving tenure. The review therefore must address the criteria for tenure set forth in this document.
To be maximally useful to the candidate and the department, the review shall involve the entire tenured faculty. Input from tenured faculty should include issues of concern as well as recognition of accomplishments. To reveal the judgment of tenured faculty, the review shall conclude with a vote by secret ballot on whether or not, in the judgment of the tenured faculty, the candidate is making appropriate progress toward tenure. The result of the vote shall be announced at the meeting. Faculty should understand that this vote is not a commitment to grant or deny tenure in the future.

3. The head/chair shall prepare a written report covering the findings of the review and communicating the department’s vote to the candidate. The procedure described above for the report on the annual conference shall be followed, with the difference that this report may be consulted by the tenured faculty when the faculty member is a candidate for tenure; otherwise, the report is to remain confidential.

3.7.3 Post-Tenure Review

1. Purpose

Post-tenure review (PTR) is intended to support faculty development and productivity. It considers the professional quality with which faculty members discharge the academic duties associated with their positions. It does not consider whether the previously tenured faculty member would meet current standards for the awarding of tenure. The policy on post-tenure review is not a dismissal policy and should not be viewed as such; the University’s dismissal policy appears in Chapter 3, Section 9.2 of this handbook.

The purpose of post-tenure review at Auburn University is to enhance public trust in the University by ensuring that the faculty holds itself accountable to high professional standards. As chief academic officer of Auburn University, it is the responsibility of the provost—with advice from faculty leadership—to formulate, implement, enforce, and review and revise as needed the University’s policy and procedures for post-tenure review. Post-tenure review is a natural extension of Auburn University’s process of annual faculty evaluation as specified in this handbook. PTR requires tenured faculty whose annual overall performance is found unacceptable twice within any six-year period to undergo more extensive review, prepare a written plan for performance improvement, implement this plan, and show progress in restoring performance to a satisfactory (or even exemplary) level.

2. Faculty Annual Review (see 3.7.1 above)

3. The Trigger Mechanism

An overall “unacceptable” annual evaluation determined by the composite of the weighted
evaluations of the faculty member’s workload assignments will put the tenured faculty member on warning that the PTR process may be triggered by a second overall “unacceptable” annual evaluation received during the next five years. (In other words, two overall unacceptable annual evaluations in a six-year period will trigger PTR.) It shall be the department head/chair’s responsibility, in consultation with the dean, to notify in writing, by May 15 of each year, the faculty member and the Office of the Provost whenever PTR is triggered by a second overall “unacceptable” evaluation during any six-year period. Failure to provide this notification does not negate the requirement for PTR.

4. Review of Tenured Faculty Holding Full-Time Administrative Posts

Faculty members holding full-time administrative assignments are to be evaluated by their administrative supervisors. They serve in their administrative posts at the pleasure of the University. They are exempt from PTR as faculty while serving as full-time administrators. However, any tenured faculty member whose administrative term expires becomes subject to the PTR triggering mechanism described in Section 3 above.

5. Review Criteria

The review assesses the quantity and quality of the faculty member’s work over the preceding six years with respect to his or her assigned duties in terms of teaching, research, outreach/extension, and professional and university service. These criteria are stated in general terms as the basis of an overall policy applicable to a wide range of academic disciplines. The criteria are flexible to accommodate differing expectations in different disciplines and changing assignments at different stages of faculty careers. The criteria for appraisal should reflect the overall mission of the unit or department and be sufficiently flexible to accommodate faculty with differing responsibilities who contribute to the mission of Auburn University in varied ways. The criteria shall be applied in a manner that respects and safeguards First Amendment rights and academic freedom and that produces a fair result. The application of the criteria shall not be biased by consideration of the faculty member’s race, sex, religion, national origin, age, physical handicap, marital status, or sexual orientation.

6. Materials to Be Reviewed

Once a faculty member has been identified for post-tenure review as described in Section 3 above, and the Office of the Provost and the faculty member have been notified by the faculty member’s dean and department head/chair, the Office of the Provost will send instructions to the faculty member, department head/chair, and dean regarding how to prepare the faculty member’s PTR packet. The faculty member and department head/chair are to prepare materials for review following these instructions, then submit them to the Office of the Provost through the Office of the Dean. The dean has the right and
responsibility to review the packet before it is submitted to the Office of the Provost and to comment on the packet as desired. The materials for review include:

1. Annual reviews by the department head/chair (or dean if the school has no departments) for the previous six years. (Note: For confidentiality purposes, these reviews will be retained in the Office of the Provost and will not be shared with anyone who is not in a direct line of administrative authority over the faculty member.)

2. A current, comprehensive curriculum vita.

3. A summary of accomplishments and plans during the faculty member’s past six years at Auburn University, prepared by the faculty member, not to exceed two pages in length.

4. A letter of evaluation, not to exceed two pages, to the provost from the department head/chair through the dean (or from the dean if a school has no departments) that describes the duties assigned to the faculty member during the review period and assesses the satisfactoriness of the faculty member’s overall performance of the assigned work. The department head/chair is expected to consider the viewpoints of all tenured faculty in the department while preparing this letter. The procedure for doing so is described below in Section 7.

5. If the faculty member wishes to waive his or her rights of confidentiality, copies of the faculty member’s annual reviews for the previous six years may also be included in the materials submitted for review.

7. Advice from Tenured Faculty

Prior to preparation of the department head/chair’s letter (described in Section 6, item 4), the department head/chair is to make available to all tenured faculty within the department for their review (a) the curriculum vitae and (b) the summary of accomplishments and plans prepared by the faculty member. The tenured faculty are to inspect these documents and vote (by secret ballot: yes, no, abstain) whether or not the faculty member under review is discharging satisfactorily the academic duties associated with his or her position. The faculty member under review is to be informed of the results of the vote. The results of the vote—including the actual numerical vote—shall be included in the department head/chair’s letter.

8. University Post-Tenure Review Committee

The University Post-Tenure Review Committee shall consist of at least six tenured faculty members from representative schools and colleges plus the provost, who shall serve as
chair. The president will appoint the members of the Post-Tenure Review Committee following the same process and with all the restrictions that currently apply to the selection of candidates for the University Promotion and Tenure Committee. All deliberations of the University Post-Tenure Review Committee are to remain confidential.

9. Outcomes

1. The University Post-Tenure Review Committee, chaired by the provost, shall provide the faculty member with a concise written summary of its review and a conclusion as to whether the faculty member’s performance is deemed satisfactory. This summary is also to be provided to the dean and department head/chair. The faculty member shall have the opportunity to appeal this decision using the appeals process described in Section 10.

2. A faculty member whose performance the review committee assesses to be unsatisfactory will undertake a development plan to be prepared jointly by the faculty member and academic unit administrator and approved by the dean and provost. The development plan will outline what is needed to move the faculty member to a higher level of performance. It must have specific, measurable goals that can reasonably be attained during a 12-month period. Progress on all plans will be reviewed and assessed after 12 months using the procedure described in item 3 below. The nature and source of any resources needed to accomplish the plan must be spelled out in writing.

3. At the conclusion of the 12-month development period, the faculty member will prepare a report summarizing his or her progress on achieving the goals specified in the development plan. This report shall be forwarded to the provost through the department head/chair and dean, who will jointly review the faculty member’s progress and prepare a report that is also submitted to the provost. Faculty members who are judged not to have demonstrated progress after completing a development plan will be notified and given an opportunity to respond to the provost before the imposition of further sanctions. The provost’s decision can be appealed using the process described in Section 10. If the provost (or president through the appeal process) decides that sufficient progress has been made, the faculty member shall be deemed to have completed the post-tenure review process. The faculty member would be reviewed annually (along with other faculty) using the process described in Section II above. Further PTR shall not be required unless triggered by two subsequent overall “unacceptable” evaluations on annual reviews during another six-year period.

4. Sanctions for failure to meet the goals specified in the development plan may include, but are not limited to, a letter of notice to the faculty member; withholding of merit-based salary increases; reassignment of duties; and loss of eligibility for such privileges as travel funds, summer appointments, internal grants, and professional
improvement leave.

10. Appeals Procedure

There are two points in this process where decisions made by the provost can be appealed: (1) The PTR committee’s decision regarding unsatisfactory performance (step 1 in Section 9 above) and (2) the provost’s decision that the faculty member has not satisfactorily completed the development plan (step 3 in Section 9). In both cases the faculty member may appeal the decision in writing within ten working days of receipt of the provost’s decision. The appeal process will parallel the process used in cases of promotion and tenure appeals. The appeal will be made in writing to the PTR Appeals Committee, which consists of the PTR Committee plus two additional members as selected by the Rules Committee. The PTR Appeals Committee shall have ten working days to respond to the faculty member’s appeal and has the right to request and consider additional information beyond that listed in Section 7 if the committee believes such information is valuable for evaluating the appeal. The PTR Appeals Committee will make a recommendation regarding the appeal to the president for consideration. The president will render a decision within ten working days and that decision shall be final.

3.7.4 Provost’s Administrative Review Guidelines

*Requirement for deans and departmental leaders (e.g., chairs, heads, program chairs, and assistant department chairs) to undergo periodic comprehensive reviews with feedback from faculty, students, staff, and other administrators*


Section 3.8: Faculty Development

3.8.1 Professional Improvement Leave‡

A professional improvement leave may be awarded for faculty development. One semester of leave with pay may be requested for each four years of full-time service. Applications for professional improvement leave shall be made through department heads/chairs and deans. These academic administrators shall be asked to provide additional information, and all applications must have their support. A written copy of the action taken by these administrators, with the additional information, shall be supplied to the applicant. The purpose of the leave should be consistent with departmental missions and goals. The application form, faculty vita, prospectus detailing the nature of the study, and other supporting documents should be forwarded to the provost according to the annual call.

A. With Pay

Chapter 3-80
In the interest of facilitating the improvement of the qualities of faculty that relate to teaching, research, and outreach, the University grants leave with pay for approved professional enrichment activities. The University recognizes the importance of activities that provide an opportunity for professional renewal and growth. Additionally, the University recognizes that an enriched faculty member can dramatically improve both the quality of research and the quality of the educational experience for undergraduate and graduate students taught or mentored by faculty. This paid professional improvement leave is awarded based on merit through an application process. To ensure maximum flexibility in improving and enriching the capabilities of faculty members from diverse backgrounds, no restrictions are placed on where the development activity occurs or the type of improvement activity that is to be pursued provided that the activity is approved through the application process. The following guidelines apply to paid professional improvement leaves:

A tenured faculty member is eligible for a professional improvement leave after six calendar years of full-time employment. He or she may be granted one semester at full salary or two semesters at half salary. In order to facilitate such leaves, department heads/chairs should arrange teaching loads and course offerings in such a way as to minimize the need for additional funding to the department. The University recognizes that departments in which faculty do not have research appointments will need extra help in providing such leaves.

The application must be accompanied by a proposed program that gives reasonable promise of contributing to the improvement of the applicant’s professional services to Auburn University. A fall deadline for applications for leave for the following academic year will be announced by the Office of the Provost. Application should be submitted through the department head/chair and the dean to the Office of the Provost. Professional improvement leaves are competitively awarded. Preference will be given to proposals of faculty who have a proven record of success in research, teaching, and/or outreach.

A faculty member granted professional improvement leave must serve as a member of the Auburn faculty for one year after taking leave. If he or she does not do this, he or she must reimburse the University for the paid leave time. A faculty member granted professional improvement leave with pay must submit a written report of his or her activities and accomplishments to his or her dean and to the provost by the end of the first semester after returning to campus. A faculty member on leave with compensation may receive fellowship support or part-time teaching or research appointments that do not interfere with their programs.

Professional improvement leaves granted to the outgoing chair and secretary of the
Auburn University Senate are not covered by the provisions of this program.

B. Without Pay

Leave without pay may be granted for appropriate professional improvement activities. Such leave is approved for a maximum of one year and generally may not be extended for more than one additional year. Faculty members on leave without pay have no formal obligation to return to Auburn, but are expected to give adequate notice (generally at least six months) if they decide not to return. On formal request by the faculty member, the University will continue in force group life and health care insurance programs, making the institution’s regular contributions. However, in cases where the professional improvement leave takes the form of employment with a government agency or with a firm or business relevant to the faculty member’s field of specialization, such University benefits will not be available if these fringe benefits are provided by the temporary employer. If the faculty member does not return to Auburn University for at least one academic year after such leave, the University must be reimbursed for its contributions to the person’s life and health insurance programs. A minimum period of five years of University full-time service must be completed by faculty in nontenure-track positions before they become eligible for professional improvement leave.

Application for professional improvement leave without pay should be submitted through the department head/chair or unit head, dean, and provost.

C. Professional Improvement Leave for Members of the ACES

Faculty members of the Alabama Cooperative Extension System (ACES) will accrue 20 days (official work days) of professional improvement leave for each year of employment. The maximum number of professional improvement leave days a faculty member may accumulate is 120 days. For additional information, interested faculty should contact ACES.

3.8.2 External Residential Fellowships

Tenure-track or tenured faculty members who are successful candidates for external fellowships may request one or two semesters of leave. Applications for such leaves shall be made through department heads/chairs and deans. The purpose of the leave should be consistent with departmental missions and goals. In cases of external fellowships whose duration is at least one and not more than two full semesters of a nine-month academic year, and where the stipend or award offered by the external fellowship is insufficient to match the current base salary for the same period of time, Auburn University will offer to provide the salary difference when such funding is available. In most cases, the funding to
make up the salary difference will be equally divided between the department and/or college or school and the central administration. A faculty member who is paid a salary difference must serve as a member of the Auburn faculty for one year after taking leave, or else he or she must reimburse the University for its portion of the paid leave time. Support for leave in this section is unrelated to other forms of leave described in the handbook. Faculty members who receive support from Auburn University that enables them to accept external fellowships shall remain eligible to apply for Professional Improvement Leaves with pay according to the schedule described in 3.8.1.

Section 3.9: Termination of Faculty Appointments

3.9.1 Noncontinuation of Faculty ‡

3.9.1.1 Noncontinuation of Probationary Faculty

Notice of noncontinuation prior to a tenure decision shall be given in writing to full-time faculty members on probationary appointment. If a faculty member whose appointment is not to be continued so requests, he or she shall be provided with a written statement of reasons why the appointment is not to be continued. Reasons for the noncontinuation of a probationary faculty member prior to a tenure decision may include unsatisfactory performance of assigned duties, misconduct, or other reasons that do not violate applicable law or university policy. If a probationary faculty member believes that the decision of noncontinuation was based on inadequate consideration in terms of the relevant standards of the institution, an appeal may be made to the Faculty Dismissal Hearing Committee to be considered under procedures developed by the committee and approved by the Provost’s Office. This committee shall review the faculty member’s allegation to determine whether the decision was the result of adequate consideration in terms of the relevant standards of the institution. If the committee believes that adequate consideration was not given to the faculty member’s qualifications, it will request consideration by the departmental tenured faculty indicating the respects in which it believes the consideration may have been inadequate. It will provide copies of the Review Committee findings to the faculty member and to the president.

The provisions for notice of noncontinuation described in this section apply only to full-time faculty members on probationary appointment. All full-time service, whether in a tenure-track position or not, must be counted in determining the length of notice required. The provisions are not applicable to terminations for cause or where a termination is specified in the appointment instrument.

The following schedule applies to notice of noncontinuation:

A. For academic year (nine-month) appointments:
1. By February 15 of the first academic year of service.

2. By December 31 of the second academic year of service.

3. At least 12 months before the expiration of an appointment (May 15) for faculty members with two or more years of service, except that faculty members who are not to be reappointed due to failure to obtain tenure shall be given notice by August 15 that they will not be reappointed the following August.

B. For 12-month appointments:

1. Six months prior to noncontinuation date during first three years of service.

2. 12 months prior to noncontinuation after three years of service.

If shorter notice is necessary because of major enrollment shifts, program changes, or financial exigency, the affected faculty member shall be informed as soon as possible, and every effort shall be made to find another appropriate position in the University. It is anticipated that analyses of enrollment pressures can be made each fall in time for affected faculty members to be notified by November 15.

3.9.1.2 Noncontinuation of Nontenure-track Faculty

Nontenure-track faculty on continuing appointment are considered to have ongoing appointments until written notice of noncontinuation is given.

3.9.2 Dismissal of Tenured Faculty

Termination of a tenured appointment shall be carried out by the University only for just cause and according to the procedures set forth in this statement. Just cause for dismissal of a tenured appointment shall be related, directly and substantially, to the fitness of faculty members to continue in their professional capacities as teachers, researchers, and/or outreach specialists.

Dismissal shall not be used to restrain faculty members in their exercise of academic freedom or other rights of American citizens. Rights of due process, as described in this statement, shall also apply to any nontenured faculty member who is dismissed before completion of his or her appointment. Public statements and publicity about the case by either the faculty member or the University administration shall be avoided as far as possible.
Just cause for dismissal of a tenured appointment may result from actions of misconduct or may be directly related to the academic and/or administrative performance of a faculty member as described in this statement.

**Just Cause Resulting from Misconduct:** Dismissal of a faculty member for just cause resulting from misconduct includes, but is not limited to, actions that bear a significant relationship to fitness to continue to serve as a faculty member, such as:

1. Conviction or admission of guilt in a court proceeding of a felony or of a crime involving moral turpitude during the period of employment, or prior thereto if the conviction or admission of guilt was willfully concealed. The most common elements of crimes of moral turpitude are fraud, larceny, and intent to harm persons or property. Specific crimes that are generally considered to involve moral turpitude include, but are not limited to, murder, voluntary manslaughter, aggravated assault, rape, domestic violence, prostitution, fraud and crimes where fraud is an element, theft, blackmail, malicious destruction of property, arson, bribery, and perjury.

2. Conviction or admission of guilt in a court proceeding of a felony drug offense including, but not limited to, unlawful manufacture, distribution, sale, use or possession of a controlled substance or other illegal or dangerous drugs as defined by Alabama law.

3. Intentional false swearing on official documents filed with the institution.

4. Repeated convictions or admission of guilt in court proceedings of substantive misdemeanors.

5. Significant or repeated violations of substantive University policy, rules or regulations, other than violations of professional ethics.

**Just Cause Resulting from Performance:** Dismissal of a faculty member for just cause resulting from academic and/or administrative performance includes, but is not limited to, actions that bear a significant relationship to fitness to continue to serve as a faculty member, such as:

1. Serious or substantial violation of professional ethics in administrative, teaching, research, or outreach activities.

2. Demonstrated incompetence in teaching, research, and outreach activities.

Chapter 3-85
3. Serious or substantial neglect of professional or academic responsibilities.

**Initiation of Dismissal Proceedings:** Dismissal proceedings against a faculty member shall be initiated by the provost. To initiate a dismissal action, the provost shall request an informal review of evidence in support of the charges brought against the involved faculty member and shall advise the faculty member of such actions. This request shall be made in writing to the members of the Faculty Dismissal Review Committee (“Review Committee”) consisting of:

1. The immediate past chair of the University Faculty/Senate unless the faculty member involved is in the same college or school, in which case the past chair immediately preceding that person shall serve instead; and

2. The most senior current member (in terms of years of service at Auburn University) of the University Post-Tenure Review Committee unless the faculty member involved is in the same college or school, in which case the second most senior member of the committee shall serve instead; and

3. The most senior immediate past member of the University Promotion and Tenure Committee unless the faculty member involved is in the same college or school, in which case the second most senior immediate past member of the committee shall serve instead.

The Review Committee shall elect a member to serve as chair to conduct the review.

The extent of this informal review undertaken by the Review Committee shall be to determine whether sufficient credible evidence exists to serve as a reasonable basis for proceeding with the dismissal process. In doing so, the Review Committee may conduct interviews and request documents and records. However, this review shall be undertaken expeditiously and is not intended to collect and examine all of the evidence that may exist or may become available during the course of an investigation. The Review Committee shall not seek to make a determination of guilt or to predetermine the likelihood of a subsequent recommendation for dismissal to be made later in the dismissal process. This review shall not involve legal counsel on either side other than the providing of legal advice to the faculty member outside of the review process.

The results of the informal review by the Review Committee shall be forwarded in a report to the provost within 30 calendar days of the provost's request for a review. The Review Committee may also forward any recommendations concerning an informal resolution that may develop during its review. All materials forwarded to the provost by the Review Committee shall become part of the official record for the case.
Should the provost decide to proceed with the dismissal process, he or she shall, in a meeting with the faculty member, present the faculty member with a written statement of the specific charges accompanied by a copy of this statement of procedures. After being presented with the charges by the provost, the faculty member has the right to request a hearing on the charges. The request shall be made to the provost in writing within five working days after the meeting. The provost shall set the tentative hearing date and notify the faculty member.

The faculty member also has the right to attempt to reach a resolution in meetings with the provost at any time during the review or hearing process.

If the faculty member waives the right to a hearing, the matter shall be referred to the president. The president shall review the charges and evidence and provide the faculty member with an opportunity to rebut the charges, orally and/or in writing. The president will then make a final decision regarding the disposition of the case, either assigning the case to the Hearing Panel or dismissing the case.

**Hearing Panel:** For purposes of conducting a dismissal hearing and immediately prior to the beginning of the hearing, the Faculty Dismissal Hearing Committee (“Hearing Committee”) shall be reduced to a Hearing Panel consisting of five sitting members. Any member of the Hearing Committee may be excused as a result of personal involvement in the case or for other justifiable reasons. The faculty member and the University administration shall have the option of challenging and having struck from the Hearing Committee up to two members each without stated cause. The challenges shall be in alternate order, with the faculty member being allowed the first challenge. Whatever further reduction is necessary to arrive at five members shall be accomplished by lot. If the chair of the Hearing Committee is removed, the remaining Hearing Panel members shall elect a chair for the case under consideration. The chair of the Hearing Committee shall not be subject to removal by lot.

**Dismissal Hearing:** In addition to the written notice of charges, written notice of the names of known witnesses and the general nature of evidence expected to be presented shall be served to the faculty member by the provost at least 20 calendar days prior to the tentative hearing date. At this time, the provost, upon consultation with the Hearing Panel, will also set the official hearing date. Any evidence or names of witnesses received after this notice has been served shall be communicated promptly to the faculty member. The faculty member shall respond to the notice by either waiving the right to be heard in writing or by responding to the charges in writing no later than ten calendar days prior to the hearing. If the faculty member submits a response, such response shall include an admission or denial of the factual allegations underlying the charges, as well as an explanation of any mitigating circumstances that may be related to the events that resulted in the charges. If the faculty member admits to the charges, the hearing before the Hearing Panel will be
limited to the issue of whether dismissal or sanctions of the faculty member are warranted under the undisputed facts.

If the faculty member waives the right to be heard or otherwise fails to respond, the Hearing Panel shall proceed to evaluate all available evidence in the record and submit its recommendation to the president.

All Hearing Panel proceedings shall be private and closed to all persons other than those officially involved, unless the accused faculty member requests otherwise. Such a request shall constitute a waiver of any claim resulting from public disclosure of the information during the hearing. If the faculty member requests that the hearing not be closed, the Hearing Panel shall make the final determination on whether the hearing is closed after considering both the privacy interests of the accused and any witnesses involved.

The faculty member has the right to be accompanied by legal counsel, chosen by the faculty member, and shall also be permitted the assistance of an academic advisor during the hearing. The provost, or his or her designee, shall also be permitted the assistance of an academic advisor, and if the faculty member is represented by counsel at the hearing, the provost or designee shall also have the right to be accompanied by counsel at the hearing. However, if counsels are present, neither counsel may participate in the hearing other than through providing legal advice to their clients.

The provost or designee shall direct the presentation of charges by such parties, other than legal counsel, as he or she may select. A verbatim record of the hearing shall be taken and a copy made available to the faculty member by the provost without charge if requested. After all of the evidence has been presented, the Hearing Panel shall conduct its deliberation in closed session outside the presence of anyone other than Hearing Panel members. The burden of proof that just cause exists for dismissal shall rest upon the University and shall be satisfied only by clear and convincing evidence in the record considered as a whole. In a hearing on charges of incompetence, the testimony shall include that of qualified faculty members from this or other institutions of higher education.

The Hearing Panel shall not be bound by strict rules of legal evidence; however, it shall make every effort to obtain the most complete and reliable evidence available that is relevant and material to the charges. Accordingly, character testimony will ordinarily not be admissible on the question of the charges but may be admissible on the issue of sanctions. The Hearing Panel shall grant adjournments to enable either party to investigate evidence if a valid claim of surprise is made.

The faculty member shall be afforded opportunity to obtain necessary witnesses and documentary evidence, and the administration of the University shall, insofar as it is
possible for it to do so, secure the cooperation of such witnesses and make available necessary documents, communications, and other evidence within its control. The faculty member and the administration shall have the right to confront and cross-examine all witnesses. Witnesses may be accompanied by legal counsel, but such counsel may not participate in the hearing other than through providing legal advice to the witness. Where witnesses cannot or will not appear, but the interests of either party justify the admission of written statements, such statements by identified individuals may be considered by the Hearing Panel. The findings of fact and the decision will be based solely on the hearing record.

**Hearing Panel Recommendation:** The written majority recommendation of the Hearing Panel shall be presented to both the president and the faculty member within 60 calendar days of referral of the matter. For good cause shown, the provost, at the request of the Hearing Panel, can extend the period for an additional 30 calendar days where factors warrant. If the Hearing Panel recommends dismissal and the president sustains their recommendation, the president’s decision will be final. The president shall so notify the Hearing Panel and the faculty member, and the case shall be considered closed.

If the Hearing Panel concludes that just cause for dismissal has not been established but other sanctions may be appropriate, the Hearing Panel can recommend such sanctions in its report to the president. These sanctions may include, but are not limited to, a written warning, a summary of the charges and results being included in the faculty member’s annual performance review, financial penalties, and/or reassignment of work responsibilities. If a faculty member demonstrates repeated behavior that the Hearing Panel concludes still does not warrant dismissal, sanctions of a progressive nature can be recommended to the president. If the president rejects the recommendations of the Hearing Panel regarding dismissal and/or sanctions, he or she shall state such objections in writing to the Hearing Panel and to the faculty member. The Hearing Panel shall reconsider the case, taking into account the stated objections of the president to the original recommendations and receiving new evidence if available. This reconsideration is not intended to conduct another full hearing with witnesses, only to consider the president’s objections and any new evidence that may have become available. The faculty member shall be informed of any new evidence and be offered the opportunity to provide a response to it before the reconsideration takes place. The Hearing Panel will provide a written statement on this reconsideration to the president and the faculty member within 15 working days of receiving the president’s request for reconsideration. The president shall make a final decision only after studying the Hearing Panel’s reconsideration statement and officially notify the faculty member of this decision to complete the official hearing process.

**Suspension Pending the Outcome of the Dismissal Process:**
Suspension with Pay: Suspension of the faculty member with pay prior to, or during the dismissal process, is justified if harm to students, faculty, or the University could result unless immediate removal of the faculty member is affected, or if the faculty member has been charged with, or indicted for, a felony. Suspension under these circumstances will be the decision of the provost upon consultation with the Review Committee. If immediate suspension is determined by the provost to be necessary, the faculty member’s salary will be continued during the period of suspension until the conclusion of the normal dismissal process or until the faculty member pleads guilty to, or is convicted of, the felony or other serious crime.

Suspension without Pay: Suspension of the faculty member without pay will be the decision of the provost upon consultation with the Review Committee in cases where a faculty member pleads guilty to, or is convicted of a felony or other serious crime. The action of suspension without pay shall be taken pending the outcome of the normal dismissal process and will only take place after completion of the following procedure:

1. The faculty member will be provided notice of the charges and the basis of those charges;
2. The faculty member will be provided an explanation of the evidence; and;
3. The faculty member will be provided an opportunity to refute the charges in an informal meeting with the provost.

Terminal Salary: A terminal salary shall not be provided to a faculty member who is dismissed as a result of misconduct as described above (see “Just Cause Resulting from Misconduct”).

A terminal salary shall be provided to a faculty member who is dismissed as a result of performance as described above (see “Just Cause Resulting from Performance”) according to the following schedule:

1. Three months if the dismissal decision is reached three months prior to the expiration of the first year of probationary service.
2. Six months if the dismissal decision is reached after nine months but prior to 18 months of the expiration of the second year of probationary service.
3. Twelve months if the dismissal decision is reached after 18 months of probationary service or if the faculty member has tenure.
3.9.3 Termination because of Financial Exigency

Termination of an appointment with continuous tenure before the end of the specified term may occur under extraordinary circumstances because of a demonstrably bona fide financial exigency, i.e., a severe financial crisis that fundamentally compromises the academic integrity of Auburn University as a whole and that cannot be alleviated by less drastic means. In the event that financial stress poses a threat to University programs or continuation of faculty employment, the nature and extent of the situation shall be demonstrated to faculty by appropriate documentation. An explanatory statement shall be issued by the president, after consultation with the leadership of the University Senate, to the University Faculty concerning the financial condition of the University and the relation of that condition to all units and programs. Faculty and administrators shall then be involved in formulating plans that could result in discontinuation of programs or dismissal of personnel. A review process that includes the considerations noted below shall be implemented to guarantee the right of due process to those affected.

If the administration issues notice to a faculty member of an intention to terminate his or her appointment because of financial exigency, the faculty member shall have the right to a full hearing before a faculty committee. The hearing need not conform in all respects to one conducted by the Faculty Dismissal Hearing Committee, but the essentials of an on-the-record adjudicative hearing shall be observed. The issues in this hearing may include:

1. The existence and extent of the condition of financial exigency. The burden of proof shall rest on the University.

2. The validity of the educational judgments and the criteria for identification for termination. The recommendations of a faculty body on these matters shall be considered valid.

3. Whether the criteria are being properly applied in the individual case.

If the University terminates appointments because of financial exigency, it shall not make new appointments at the same time except in extraordinary circumstances where a serious distortion in the University’s teaching, research, or outreach program would otherwise result. The appointment of a faculty member with tenure shall not be terminated in favor of retaining a faculty member without tenure.

Before terminating an appointment because of financial exigency, the University, with faculty participation, shall make every effort to place the faculty member concerned in another suitable position within the University.
In all cases of termination of appointment of a tenured faculty member because of financial exigency, the faculty member concerned shall be given severance pay in accord with the terminal salary schedule described in Section 3.9.2 ("Dismissal") above.

In all cases of termination of appointment because of financial exigency, the place of the faculty member concerned shall not be filled by a replacement within a period of three years unless the released faculty member has been offered a reinstatement.

**3.9.4 Termination without Financial Exigency ‡**

Termination of a tenured appointment or a probationary appointment before the end of the specified term may occur as a result of bona fide formal discontinuance of a program or department. The following standards and procedures shall apply:

1. The decision to discontinue formally a program or department shall be based essentially upon educational considerations as determined primarily by the faculty as a whole or an appropriate faculty committee. (See section 2.1.2, article 4, Academic Program Review Committee.) It should be recognized that educational considerations do not include cyclical or temporary variations in enrollment. They must reflect long-range judgments that the educational mission of the University as a whole shall be enhanced by the discontinuance.

2. Before the administration issues notice to a faculty member of its intention to terminate an appointment because of discontinuance of a program or department, the institution shall make every effort to place the faculty member in another suitable position. If such placement would be facilitated by training, financial and other support for such training shall be proffered. If no position is available, the faculty member’s appointment may be terminated but only with a severance salary equitably adjusted to the faculty member’s length of past and potential service.

3. A faculty member may appeal a proposed relocation or termination resulting from a discontinuance and has a right to a full hearing before a faculty committee. The essentials of an on-the-record adjudicative hearing shall be observed. The issues in such a hearing may include the institution’s failure to satisfy any of the conditions in this section of the *Faculty Handbook*. In such a hearing, a faculty determination that a program or department is to be discontinued shall be considered presumptively valid, but the burden of proof on other issues shall rest on the administration.

**Section 3.10: Retirement**
If appropriate, a retired faculty member may be invited to serve on committees. If need warrants, a retired faculty member may be invited to teach in a limited way in his or her former department; such an invitation is at the discretion of the department head/chair with the amount of compensation governed by the retirement and Social Security system’s guidelines. Additional privileges are extended to retired faculty with emeritus status.

3.10.2 Retirement Promotion Policy and Procedures ‡

A faculty member who has served well at least 15 years at the rank of assistant professor at Auburn may be granted a retirement promotion to the rank of associate professor after he or she has reached the age of 64.

The retirement promotion is approved administratively by the provost and the president on the recommendation of the department head/chair and dean; it does not require detailed justification or review by the Promotion and Tenure Committee. The recommendation should be made only when the effective date will occur within the 12-month period immediately prior to the faculty member’s known retirement date. A retirement promotion is for the purpose of allowing a faculty member to qualify for emeritus status; such a promotion does not bear a relationship to salary improvement or retirement income.

Any individual who receives a retirement promotion is eligible on retirement for emeritus status.

3.10.3 Emeritus Status Policy and Procedures ‡

**Eligibility:** Emeritus status may be awarded on retirement to faculty holding the rank of professor, associate professor, senior lecturer, lecturer, clinical professor, clinical associate professor, or their equivalents with ten years or more of sustained meritorious service to Auburn University. Faculty entering into retirement as the result of a disability must meet these eligibility standards, but may be exempt from the ten-year requirement. This honorary title may be awarded posthumously. Faculty holding a titled professorship at the time of retirement may transfer the title to emeritus status. The president may award emeritus status to other university retirees not holding faculty rank but meeting the qualification of ten years or more of sustained meritorious service to Auburn University.

**Procedures:** The faculty member may request consideration for emeritus status through the department head or chair, with the concurrence of the dean of the college or school. The dean will provide information and a recommendation concerning the faculty member’s eligibility to the provost. This information and recommendation shall include the results of
a vote on the awarding of emeritus status taken from all department faculty. The provost will then make a recommendation to the president, who will act upon the recommendation and advise the faculty member and dean.

**Privileges:** Departments, colleges, and schools are encouraged to invite emeritus faculty to serve as lecturers, substitute instructors, and consultants, providing such faculty an opportunity for continued visibility at the University as a reflection of their experience and past service to the University. To this end, emeritus faculty may be provided the following privileges and courtesies.

1. The names of all emeritus faculty will be included in a special section of the University Bulletin.

2. Emeritus faculty are encouraged to participate in university events and are provided access to such events and the social and recreational resources of the university.

3. Emeritus faculty retain faculty access to the University Libraries, including all services normally provided active faculty.

4. Emeritus faculty may audit any Auburn University instructional course offering at no charge when space is available and with the approval of the instructor of the course.

5. Emeritus faculty are encouraged to participate in extramural contracts and grants through the University.

6. Emeritus faculty retain the parking, university ID card, network, and e-mail privileges normally assigned to active faculty.

7. At the discretion of department heads or chairs and college or school deans and based on the availability of these resources, emeritus faculty may be provided office space, office support, mailing privileges, laboratory space, and library carrels when used for professional purposes in support of the University’s mission.

8. The president may designate other privileges to emeritus faculty.
Chapter 4
Instruction

Introduction: Policy on Quality Instruction (p. 4-2)

Section 4.1: Faculty Teaching Assignments (p. 4-4)

4.1.1 Teaching Loads
4.1.2 Minimum Class Size Guidelines

Section 4.2: Expectations for Faculty (p. 4-4)

4.2.1 Responsibilities of Faculty Members Conducting Classes
4.2.2 Textbooks and Instructional Materials
4.2.3 Academic Contingency Policies
4.2.4 Retention of Exams by Faculty
4.2.5 Evaluation of Teaching
4.2.6 Academic Regulations

Section 4.3: Expectations for Students (p. 4-10)

4.3.1 Policy on Class Attendance
4.3.2 Policy on Classroom Behavior
4.3.3 Code of Student Conduct
4.3.4 Policy on Campus Speech and Demonstration

Section 4.4: Examinations (p. 4-13)

4.4.1 Policy on Undergraduate Examinations
4.4.2 Policy on Number of Final Exams in One Day
4.4.3 Retention of Exams by Faculty

Section 4.5: Grading (p. 4-14)

4.5.1 University Grade System
4.5.2 Grade Submission Policy

4.5.3 Posting Grades

4.5.4 Faculty Policy on Assigning Grades of Incomplete

4.5.5 Faculty Policy on Grade Changes

Section 4.6: Academic Honesty (p. 4-16)

4.6.1 Academic Honesty Code

4.6.2 Academic Honesty Resources for Faculty

Section 4.7: Student Grievances (p. 4-16)

4.7.1 Student Academic Grievance Policy

Section 4.8: The Graduate School (p. 4-16)

4.8.1 The Graduate Council

4.8.2 The Graduate Faculty

   A. Introduction

   B. Graduate Faculty Membership

   C. Nomination and Review of Graduate Faculty Candidates

   D. Periodic Review of Department Plans

4.8.3 Graduate School Policies

Introduction: Policy on Quality Instruction

The Board of Trustees views the instruction of students as the foremost activity of Auburn University. It is proud of the outstanding levels of quality achieved throughout the institution in preparing graduates to enter the professions, graduate programs, and leadership positions in all walks of life. To underscore and support this process, the Board identifies those characteristics that it views to be central to the teaching/learning process.

1. Class sizes, particularly at the freshman and sophomore levels, should be sufficiently small to provide for individual student attention and opportunity for free exchange of ideas.
2. Faculty teaching loads should not be so burdensome as to preclude the availability of faculty for individual or small-group counseling, advising, and informal discussion with students.

3. Early in their Auburn career, all students should have opportunity for exposure to the University’s best scholars. Senior faculty should have some teaching responsibility at the lower division level.

4. Particular care should be exercised to assure that those who have classroom instructional responsibility possess strong communication skills.

5. Innovative teaching approaches should be encouraged. To foster creativity in the instructional arena, a “learning center” should be organized to assist any faculty member who may desire its use. Junior faculty should be supervised carefully to assure that support is provided as needed.

6. The curriculum should reflect a desire that graduates be effective in written and oral communication skills and reasoning skills, as well as being well founded in the major discipline.

7. There should be an honors program and other similar opportunities developed for the exceptionally talented and curious student.

8. Outstanding teaching will be recognized and rewarded.

9. The Board supports a regular, validated, and effective faculty evaluation system that relies upon student, peer, and administrator input. Such a program should have performance improvement as its primary goal.

10. The Board will strive to provide adequate operating budgets so that support materials are available to enhance the teaching/learning process.

Teaching is a dynamic and complex activity, and learning is an individual process. The Board of Trustees recognizes that a wide variety of teaching methods are available and that no singular approach is superior to others—that circumstances dictate the style most appropriate. The Board recognizes and congratulates the faculty and administration on their ability to attract high-quality students to Auburn. By endorsing this statement, the Board desires that faculty, department heads/chairs, and deans be aware of its interest in and support of their dedicated efforts to offer Auburn students the highest possible quality of instruction.


Section 4.1: Faculty Teaching Assignments

4.1.1 Teaching Loads

The University recognizes the impossibility of creating a “teaching load” formula that would be applicable to the complex academic programs embraced by the various colleges, schools, and departments. Considerable flexibility is given to the individual department head, in consultation with the dean, in assigning faculty workloads to meet the department’s instructional, research, and public service commitments. Faculty workloads are regularly reported to the provost and are utilized by the central administration of the University in budgetary management of the academic program.

Although there is no set teaching load formula at the University level, normally every attempt is made to give appropriate reduction in the classroom assignments of those faculty who are significantly engaged in research, graduate teaching, the direction of graduate student theses, or University service. Such reduction should be applied equitably to all eligible faculty. However, the University believes it is important that senior faculty who have distinguished themselves through research and publication be directly involved in undergraduate teaching.

4.1.2 Minimum Class Size Guidelines

Number of graduate/undergraduate registrants needed to offer a course with dean approval

http://www.auburn.edu/academic/provost/policies/Minimum_Class_Size_Guidelines.html

Section 4.2: Expectations for Faculty

4.2.1 Responsibilities of Faculty Members Conducting Classes

Auburn University recognizes that the classroom experience represents something of a partnership between student and professor. For the partnership to be successful, each has a right to expect certain things of the other: just as the professor may expect students to meet the responsibilities that he or she has made explicit on such matters as instructional objectives and evaluation procedures, so the student should expect the professor to meet his or her obligations also. The University believes that each faculty member in conducting classes should exhibit high standards of professional behavior through his or her scholarship, personal integrity, and enthusiasm for the profession of teaching.
More specifically, each professor has the following responsibilities to himself or herself and to his or her students:

1. To state, in writing at an early meeting of the class, specific course objectives and the manner in which they are to be attained.

2. To exercise care in the organization and presentation of all materials toward the end of achieving the stated instructional objectives.

3. To state, in writing at an early meeting of the class, grading and evaluation procedures, including:
   a. the grading system and method of determining the final grade;
   b. the relative importance of assigned papers, quizzes, examinations, class preparation, and participation;
   c. the approximate schedule for examinations (other than the final exam); and
   d. the policy on unannounced quizzes.

4. To arrive promptly at all scheduled classes. If absence is anticipated, the class should be informed in advance of contingency arrangements.

5. To maintain regular, posted office hours each week for conferences with students.

6. To grade and return examinations within a reasonable period of time.

4.2.2 Textbooks and Instructional Materials

Textbook orders for each instructional semester are placed with the Auburn University Bookstore and the private bookstores in the city of Auburn through a University-wide system. Individual faculty orders are secured at the departmental level and sent directly to local bookstores. Faculty are expected to cooperate fully in placing their orders well in advance and to utilize the University system, which is devised to ensure that textbooks will be available to students at all bookstores and that instruction will not be impeded during the early part of the semester because texts are not available.

Faculty involvement in the writing or editing of textbooks published and marketed through national or regional publishing houses is regarded by the University as a legitimate and praiseworthy form of scholarly activity. At times, however, faculty members may wish to
develop instructional materials for local use in their own classrooms. These nontraditional, duplicated packets or booklets of materials may be used supplementary to or in place of traditional textbooks.

The Auburn University Bookstore, working directly with the faculty member, obtains copyright clearance for duplication of all requested materials in advance of distribution. The AU Bookstore then reproduces, binds, and distributes the instructional material at cost plus overhead with no profit or revenue accruing to either the department or the faculty member. This system ensures that Auburn University and Auburn University faculty are not illegally using copyrighted material and exposing the University to liability and embarrassment. University endorsement has also been given to a procedure whereby individual faculty members, with the approval of their department heads/chairs, may arrange to have manuscripts for classroom use printed (only after obtaining copyright clearance) and sold by commercial duplicating services exterior to the campus.

Faculty shall refrain from selling textbooks or instructional materials directly to the students. Such practices are questionable financially and ethically.

Selection and production of instructional materials by faculty is essential to providing quality instruction. The freedom to choose instructional materials is central to the principle of academic freedom. Auburn University encourages faculty to publish instructional materials through reputable publishers that are marketed and used nationally. If such materials produced by a faculty member are appropriate for use in the faculty member’s classes, and if the sale of such materials produces financial gain for the faculty member or his immediate family, faculty may (a) assign the material and choose not to accept financial gain that might result from royalties or other income generated by the sale of such materials by students enrolled in the faculty member’s class, or (b) turn the decision for selecting teaching materials over to an alternate responsible entity (e.g., a department chair or a departmental committee) qualified to determine if the materials are appropriate. Each department will develop a methodology for identifying the alternate responsible entity.

The production of instructional materials such as workbooks, answer sheets, or custom texts intended for use either exclusively or primarily at Auburn University shall be considered part of the faculty member’s assigned duties. It is expected that such shall be provided to the student at departmental or university expense, or at most, the cost of reproduction through a commercial reproducer.

Teaching is a dynamic and complex activity, and learning is an individual process. The Board of Trustees recognizes that a wide variety of teaching methods are available and that no singular approach is superior to others—that circumstances dictate the style most appropriate. The Board
recognizes and congratulates the faculty and administration on their ability to attract high quality students to Auburn. By endorsing this statement, the Board desires that faculty, department heads/chairs, and deans be aware of its interest in and support of their dedicated efforts to offer Auburn students the highest possible quality of instruction.

4.2.3 Academic Contingency Policies

Provisions for individual faculty, departments, and colleges to maintain the instructional mission of the university in response to faculty absence and other emergencies

https://sites.auburn.edu/admin/universitypolicies/Policies/AcademicContingencyPolicies.pdf

4.2.4 Retention of Exams by Faculty

Final examinations or similar evaluative material that has not been returned by faculty members should be retained by faculty members until the first day of the third semester after the final grade has been assigned.

4.2.5 Evaluation of Teaching

(See also Chapter 3, Section 7, “Evaluations and Reviews”)

The University views the evaluation of teaching as an ongoing process that relies on multiple assessment measures, including, at a minimum, both peer evaluations and data from student ratings of teaching effectiveness, gathered by means of the University’s standard survey instrument or an equivalent survey instrument. This policy mandates the collection of student-generated data on a regular basis, but these data are not to be used as the only mechanism to rank-order faculty; the data must not supplant other ongoing methods of teaching evaluation; and the data should be only one of several forms of teaching information gathered on a regular basis to assess teaching effectiveness.

The purposes of gathering student evaluations are

1. To assist individual instructors in improving their own teaching.

2. To assist academic administrators in counseling instructors about their teaching.

3. To assist faculty in reviewing the overall educational value and effectiveness of the course.
4. To provide input in judging the teaching component in tenure, promotion, and salary
determinations.

Every course must undergo student evaluation of instruction each time it is offered. Courses with
fewer than five students enrolled are exempt. Courses of an individual nature (e.g., independent
study courses, theses, special projects, music studios, etc.) may be exempted from this
requirement at the discretion of the department/college. Student participation is mandatory.

Administrative procedures for the survey are explicit and uniform. Surveys are to be
administered anonymously, using the University instrument or an equivalent instrument.
Colleges/schools, departments, and faculty members may use additional evaluation materials in
addition to, or in lieu of, the University’s survey but must collect anonymous free-response
comments from students.

University-sponsored survey instruments used to collect student evaluations of teaching
effectiveness should have 8–10 questions, with at least one free-response question, and may have
no more than 15 questions. The Teaching Effectiveness Committee of the University Senate will
provide 8–10 broadly applicable survey questions for general use. Colleges and departments, in
consultation with representative faculty, may change this survey instrument as needed and are
responsible for determining the reporting of relevant results.

Results of student evaluations may not be disclosed to faculty members before graduation for the
semester. Faculty members may not contact individual students at any time to discuss survey
responses or comments.

The instructor and relevant department chairs, or others so designated by the department (e.g.,
course coordinators), will receive the results of the evaluation after graduation that semester.
These results will include any free-response comments received from the students by means of
the survey instrument. Further administrative procedures related to the collection and processing
of completed survey forms may be announced from time to time by the Provost’s Office.

Data drawn from student evaluations along with other assessments of teaching will be used in the
annual review of each faculty member by his or her department head/chair, in the third-year
review by the department, and in review for promotion or tenure by the department, and by the
school/college and University-level Promotion and Tenure Committees. In addition, at least
annually the academic dean and the provost will receive summary student teaching evaluation
data about each department without identifying faculty information.

Faculty and the various departments are urged to employ additional measures of teaching
effectiveness. Possibilities include alumni assessments, employer assessments of matriculated

Chapter 4-8
students, evaluations from persons or organizations external to the University for which the faculty member consults or provides instructional services of some kind, and administrator assessment of performance. An important method of assessment is evaluation by professional colleagues.

Peer evaluations, mandated by the Board of Trustees, may be achieved in a variety of ways. Faculty members and/or departments should develop an appropriate peer-evaluation strategy or strategies. Evaluation by professional colleagues might include the following:

1. Evaluation of the faculty member’s syllabi, tests, handouts, and other materials used in class.

2. Evaluation of the faculty member’s preparation of students for subsequent courses in the field.

3. Evaluation of the faculty member’s work in a team teaching situation by his or her partner.

4. Comparison of the faculty member’s work with that of others teaching the same course.

5. Observation of the faculty member’s classes.

6. Evaluation of a portfolio developed by the faculty member in which he or she presents him or herself as a teacher. The portfolio might include a general statement on teaching philosophy; syllabi with detailed information on course content and objectives, teaching methods, reading and homework assignments, and student evaluation procedures; materials that show the extent of student learning, such as scores on standardized tests taken before and after the course, term papers and laboratory manuals, and work from the best and poorest students; a list of courses taught with enrollment and grade distributions; etc.

To further confirm the University’s concern for quality instruction and instructional programs, the Teaching Effectiveness Committee, the Curriculum Committee, and the Core Curriculum and General Education Committee have been established. These committees are charged with carrying out a process of continuing evaluation and enhancement of instructional programs and evaluation of proposed changes in the curriculum.

4.2.6 Academic Regulations

Faculty members are expected to know and observe the University’s academic regulations found in this handbook and in the Student Policy eHandbook.
Section 4.3: Expectations for Students

4.3.1 Policy on Class Attendance

Students are expected to attend all their scheduled classes. College work requires regular class attendance as well as careful preparation. Specific policies regarding class attendance are the prerogative of individual faculty members. Faculty shall inform each class in writing at the beginning of the course regarding the effect of absences on the determination of grades.

The student is expected to carry out all assigned work and to take examinations at the class period designated by the instructor. Failure to carry out these assignments or to take examinations at the designated times may result in an appropriate reduction in grade, except as provided in the fourth paragraph of this section.

Instructors shall determine the policy regarding grading that they believe is best for the course. This policy shall be presented to the class, in writing, at the beginning of the term and will govern the actions of the instructor in the course.

Arrangement to make up missed major examinations (e.g., hour exams, midterm exams) due to properly authorized excused absences (as defined by the Student Policy eHandbook) shall be initiated by the student within one week from the end of the period of the excused absence. Normally, a makeup exam shall occur within two weeks from the time that the student initiates arrangements for it. Instructors are encouraged to refrain from giving makeup examinations during the last three days prior to the first day of final examinations. The format of makeup exams and opportunities for students to make up work other than major examinations are at the discretion of the instructor whose makeup policies should be stated in writing at the beginning of the term. Instructors are expected to excuse absences for:

1. Illness of the student or serious illness of a member of the student’s immediate family. The instructor may request appropriate verification.

2. The death of a member of the student’s immediate family. The instructor may request appropriate verification.

3. Trips for members of the student organizations sponsored by an academic unit, trips for university classes, and trips for participation in intercollegiate athletic events. When feasible, the student must notify the instructor prior to such absences, but in no case more than one week after the absence. Instructors may request formal notification from appropriate university personnel to document the student’s participation in such trips.
4. Religious holidays. Students are responsible for notifying the instructor in writing of anticipated absences due to their observance of such holidays.

5. Subpoena for court appearance.

6. Any other reason the instructor deems appropriate.

**Additional Class Attendance Stipulations**

a. If the instructor does not appear within 20 minutes after the designated class hour, it may be assumed the class is canceled.

b. It is university policy that all classes will meet as scheduled on the last day before and the first day after holiday periods designated by the university.

c. Unresolved problems regarding class attendance or procedures should be referred to the University Student Academic Grievance Committee.

**4.3.2 Policy on Classroom Behavior**

**Introduction**

1. The goal of Auburn University and its faculty and students is to foster a dynamic environment of higher learning where all students develop analytical skills, learn to think critically and communicate effectively, promote inquiry, pursue knowledge, and prepare for productive careers. Behavior in the classroom that impedes teaching and learning and creates obstacles to this goal is considered disruptive and therefore subject to sanctions. The purpose of these sanctions is to create and protect an optimum learning experience; they should not be considered punitive, neither by the student nor by the instructor. Disagreement expressed in a civil fashion, eccentricity, idiosyncrasy, and unconventional behavior are not, per se, disruptive to the classroom experience. These sanctions are intended only to preserve the classroom as a place to pursue knowledge, exchange ideas, and share opinions in an atmosphere of tolerance. Students have the responsibility of complying with behavioral standards. Faculty members have a professional responsibility to set reasonable limits on the expression of opinions while treating students with dignity, respect, and understanding while guiding classroom activities. At the classroom level, clear guidelines for behavior and early intervention are the foundation for an intellectually stimulating experience for students and instructors alike. Instructors are encouraged to include in their syllabi guidelines for classroom behavior. Instructors who state these guidelines early and enforce them at the first appearance of disruptive behavior prevent minor episodes of classroom misconduct from escalating into serious confrontations and help transgressors to avoid the more serious consequences of such
actions. Examples of improper behavior in the classroom (including the virtual classroom of e-mail, chat rooms, telephony, and web activities associated with courses) may include, but are not limited to, the following:

1.1. Arriving after a class has begun;

1.2. Use of tobacco products;

1.3. Monopolizing discussion;

1.4. Persistent speaking out of turn;

1.5. Distractive talking, including cell phone usage;

1.6. Audio or video recording of classroom activities or the use of electronic devices without the permission of the instructor;

1.7. Refusal to comply with reasonable instructor directions;

1.8. Employing insulting language or gestures; and

1.9. Verbal, psychological, or physical threats, harassment, and physical violence.

**Policy**

2. When confronted with disruptive, but nonthreatening behavior, the instructor should issue a general word of caution to the class as a whole rather than to a particular student so as not to exacerbate the problem.

2.1. If a general caution directed to the entire class does not stop the disruptive activity, the instructor should endeavor to meet in private with the disruptive student. The resulting discussion should include a description of the problem, the reason it is disruptive, and the consequences of continued violations of classroom behavior guidelines.

2.2. If the disruptive behavior is preventing further instruction, the instructor is authorized to ask the disruptive student to leave the class immediately for the remainder of the class session. Removal from the classroom more than one class period, for an extended period, or on a permanent basis normally requires the instructor to file charges of a violation of the Auburn University Discipline Code with the vice president for Student Affairs. The department head/chair or dean may negotiate a withdrawal from the course or a transfer of the disruptive student to a different course section or course if in his or
her opinion a different instructor and different classmates would diffuse the situation and provide the disruptive student with a new learning opportunity.

2.3. If threats have been made or physical violence is imminent, the instructor should notify the Auburn University Department of Public Safety immediately. The instructor should also notify the course department head/chair or dean promptly, followed by a memo to the department head/chair or dean.

4.3.3 Code of Student Conduct

Conduct expected of students; procedures for filing and processing alleged violations of the Conduct Code; hearings; sanctions that may be imposed; rights of those accused and those charging a violation

https://sites.auburn.edu/admin/universitypolicies/Policies/CodeofStudentConduct.pdf

4.3.4 Policy on Campus Speech and Demonstration

Regulations controlling time, place, and manner of public speeches and demonstrations on campus; procedures for approvals and scheduling

https://sites.auburn.edu/admin/universitypolicies/policies/speechanddemonstrationpolicy.pdf

Section 4.4: Examinations

4.4.1 Policy on Undergraduate Examinations

Examinations are classified as (1) final examinations at the end of each term, (2) special examinations, and (3) other course examinations as determined by the instructor.

Announced tests in undergraduate courses will be administered at a regularly scheduled meeting of the course. Exceptions to this regulation may arise in specialized courses requiring performance or oral tests and in multiple-sectioned laboratory classes requiring practical laboratory tests. Faculty having sound reasons for scheduling tests at times other than regularly scheduled meeting times are to obtain approval from the department head/chair prior to the beginning of the term and are to present a written schedule of these changes to the class during the first few days of the term. Rescheduled tests are not to interfere with other scheduled academic endeavors of the students involved, and an appropriate reduction in regularly
scheduled class time is to be given to compensate for the rescheduled test period.

**Final Examinations:** A final examination is a desirable means of evaluation in most undergraduate courses. In unusual circumstances, performance tests, term papers, research projects, or other forms of evaluation appropriate to the objectives of the course may be substituted for a final examination with the approval of the department head/chair, who will report such action to the dean and provost. Faculty who are not giving a final examination are to present to the class at the beginning of the term a written description of the forms of evaluation to be used and the means of determining final grades. The professor teaching a 6000-level course or higher shall determine whether a formal final examination is appropriate.

Final examinations are to be given as scheduled in the term examination schedule. Exceptions to this policy require prior approval by the provost. Rescheduled examinations must not interfere with scheduled academic activities of the students involved.

### 4.4.2 Policy on Number of Final Exams in One Day

*Procedures for students to exercise their conditional right to take no more than two final exams in a single calendar day*

https://sites.auburn.edu/admin/universitypolicies/Policies/PolicyonNumberofFinalExamsinOneDay.pdf

### 4.4.3 Retention of Exams by Faculty

Final examinations or similar evaluative material that has not been returned by faculty members should be retained by faculty members until the first day of the third semester after the final grade has been assigned.

**Section 4.5: Grading**

#### 4.5.1 University Grade System

*Final grades that may be assigned by faculty to indicate passing, failing, withdrawal, and incomplete; calculating a GPA; the S/U Grading Option, Grade Adjustment Policy (GAP), and other grade-related policies*

4.5.2 Grade Submission Policy

Submission of grades by faculty and staff at the end of each term; availability to students

https://sites.auburn.edu/admin/universitypolicies/Policies/GradeSubmissionPolicy.pdf

4.5.3 Posting Grades

Grades on examinations or in courses may not be publicly posted using students’ names or social security numbers. If a faculty member wishes to post grades, he or she must do so in such a manner that no student can be personally identified by others.

4.5.4 Faculty Policy on Assigning Grades of Incomplete

Procedures for faculty to process student requests for an Incomplete (grade of IN) and to change an IN to another grade; responsibilities of students and of faculty

https://sites.auburn.edu/admin/universitypolicies/Policies/FacultyPolicyonAssigningGradesofIncomplete.pdf

4.5.5 Faculty Policy on Grade Changes

Limitations on the time and circumstances for changing final grades

https://sites.auburn.edu/admin/universitypolicies/Policies/FacultyPolicyonGradeChanges.pdf

Section 4.6: Academic Honesty

4.6.1 Academic Honesty Code (Title XII)

The Student Academic Honesty Code applies to all students at Auburn University. Students in either the College of Veterinary Medicine or the School of Pharmacy, while taking classes in these schools, shall be subject to honesty codes published and distributed within each school.

https://sites.auburn.edu/admin/universitypolicies/Policies/AcademicHonestyCode.pdf

4.6.2 Academic Honesty Resources for Faculty
Summary of faculty rights and responsibilities; steps to take when reporting suspected dishonesty cases, and examples of violations from the Academic Code; ways to discourage academic dishonesty

http://www.auburn.edu/academic/provost/academicHonestyFaculty.html

Section 4.7: Student Grievances

4.7.1 Student Academic Grievance Policy

Procedures for addressing Student Academic Grievances

https://sites.auburn.edu/admin/universitypolicies/Policies/StudentAcademicGrievancePolicy.pdf

Section 4.8: The Graduate School

4.8.1 The Graduate Council

The governing body of the Graduate School is the Graduate Council. Graduate Council members represent the graduate faculty as a whole rather than the particular areas from which they come.

The council is advisory to the president and acts on regulations and policies governing all graduate study and graduate degrees and on curriculum requests and proposals for new graduate programs, and assists the dean of the Graduate School in carrying out regulations and policies. The council helps to formulate changes in Graduate School policy. All actions of the Graduate Council are subject to the University president’s review and approval. All general policy recommendations of the Graduate Council shall be reviewed by the University Senate before going forward to the president.

4.8.2 The Graduate Faculty

A. Introduction

The graduate faculty serves to carry out the teaching, research, and outreach missions of Auburn University. The criteria for graduate faculty teaching and directing graduate students in research scholarly, creative, or professional activity are established by the Graduate Council and by each college/department for its programs. The graduate faculty consists of all faculty approved by the Graduate Council as having met these criteria.
B. Graduate Faculty Membership

Each department that offers a graduate degree shall develop and submit to the Graduate Council for approval a plan specifically detailing how those faculty members involved in teaching, directing research, or rendering other service to the program are selected and reviewed. New plans and modifications of approved plans may be submitted at any time. The Graduate Council shall approve or disapprove the plans submitted. Department heads/chairs shall be responsible for ensuring that their departments comply with their approved plan.

While departmental plans may differ considerably, depending on local variables and on the nature of graduate instruction and research across the disciplines, all plans should include two main sections: one setting forth standards for appointment and one detailing procedures to be followed by the departments in determining whether faculty members have met those standards.

The following guidelines shall be observed:

1. All plans shall set forth specific and relevant standards for graduate faculty membership in the department in question. Where appropriate, plans may set forth distinct standards for the various levels of involvement in the graduate program, such as directing graduate student research, teaching graduate courses, serving on examining or advisory committees, or rendering other service to the graduate program.

2. All plans shall clearly state the term of appointment. No term shall exceed seven years. Plans should contain criteria and standards for reappointment.

3. All plans shall specify clear and appropriate review procedures to be followed in considering candidates for initial appointment, and, where appropriate, reappointment. All plans that provide for more than one kind of appointment shall also specify appropriate procedures for considering changes in the kind of appointment.

4. All plans shall provide a coherent rationale for the criteria and procedures they propose.

Criteria

Criteria for graduate faculty teaching and mentoring will be determined by department/college for its graduate programs. At a minimum, all criteria must satisfy the minimum requirements detailed below.

Criteria should specify in reasonable detail what that program considers to be the minimal acceptable performance for a seven-year period in terms of scholarship and teaching.
Graduate programs not affiliated with a department/college may establish graduate faculty criteria with approval from the dean of the Graduate School.

Graduate faculty levels may be defined that are teaching only as well as the more traditional levels that include both teaching and the directing of graduate students.

These criteria will be reviewed and approved by the Graduate Council and the Graduate School will maintain a central archive for graduate faculty criteria.

Review

Faculty will continue to apply and submit documentation through a central system (GFAST at present) with seven-year terms of appointments.

Applications for appointment/reappointment are to be reviewed and decisions rendered at the department level. In cases where a program is not affiliated with a specific department/college, decisions are to be rendered at that program level. A college/school may also choose to provide review.

The Graduate School will review appointment/reappointment documents to ensure that the procedures/criteria for a given program are followed. Faculty denied graduate faculty status can appeal to the Graduate School for a detailed procedural review.

Minimum Criteria for Graduate Teaching

Earned doctorate/terminal degree in the teaching discipline or a related discipline; or

Documented exceptional competency and achievement.*

*Such as “related work experiences in the field, professional licensure and certifications, honors and awards, continuous documented excellence in teaching, or other demonstrated competencies and achievements.”

Minimum Criteria for Reappointment for Graduate Teaching

Documentation of performance at or above a level that satisfies the program’s minimum acceptable performance in teaching for the past seven years must be provided.

Minimum Criteria for Initial Appointment for Directing Graduate Students

Earned doctorate/terminal degree in the teaching discipline or a related discipline; or
Earned degree at/above the level of the student’s degree program and demonstrated exceptional competency and achievement.*

*Such as “related work experiences in the field, professional licensure and certifications, honors and awards, continuous documented excellence in teaching, or other demonstrated competencies and achievements.”

Minimum Criteria for Reappointment for Directing Graduate Students

Documentation of performance at or above a level that satisfies the program’s minimum acceptable scholarly performance for the past seven years must be provided.

C. Nomination and Review of Graduate Faculty Candidates

Candidates are nominated for graduate faculty membership and for renewal of membership in accord with the timetable set forth in their department’s plan or in response to a call for nominations issued periodically by the dean of the Graduate School.

Each department shall review candidates for graduate faculty membership in accord with the plan approved by the Graduate Council.

Nominations shall be forwarded by department heads/chairs to the dean of the Graduate School for review by the dean of the Graduate School and the Graduate Council. Each nomination shall include (1) a recommendation of support of or opposition to approval from the department head/chair, (2) an explanation of how the candidate’s record and performance meet approved standards and demonstrates that the department has followed approved procedures, and (3) a vita from the candidate.

If the dean of the Graduate School and the Graduate Council are satisfied that the candidate has met the criteria for his or her department and that the nominating department has complied with its approved plan, he or she shall be appointed to the graduate faculty.

If the dean of the Graduate School or the Graduate Council judge that the candidate has not met approved criteria or that the nominating department has not followed approved procedures, he or she shall notify the nominee and the department head/chair that the nominee has not been recommended for appointment. In such a case, the candidate may request an independent review of his or her credentials. The dean of the Graduate School shall then appoint an ad hoc review committee to render an independent assessment and recommendation. The committee shall be composed of three graduate faculty members from the candidate’s discipline or from one closely related to it. The dean of the Graduate School’s recommendation and the ad hoc committee’s
recommendation shall then go forward to the provost, whose decision is final. A candidate who is turned down at the department level may also request an independent review of his or her credentials by a similar committee. Such requests shall be sent to the dean of the Graduate School through the department head/chair.

D. Periodic Review of Department Plans

The Graduate Council shall conduct periodic reviews of existing plans and of departmental compliance. Typically, these shall be timed to coincide with the accreditation reviews of the Commission on Colleges of the Southern Association of (SACSCOC).

4.8.3 Graduate School Policies

Policies governing academic standing, enrollment/program requirements, and curricular options for graduate students; graduate courses and curricula; graduate faculty appointments

https://sites.auburn.edu/admin/universitypolicies/Policies/Forms/Academic.aspx
Chapter 5
Curriculum and Academic Standards

Introduction (p. 5-2)

Section 5.1: Enrollment Planning (p. 5-2)

  5.1.1 Enrollment Policy for Auburn Campus
  5.1.2 Policy on Program Enrollment Plans
  5.1.3 Policy and Procedures for Establishing or Changing the Enrollment Cap of an Undergraduate Major

Section 5.2: Undergraduate Degree Programs (p. 5-3)

  5.2.1. Policy on Bachelor’s Degree Requirements
  5.2.2 Policy on Undergraduate Curriculum Model Change
  5.2.3 Program Review and Assessment
  5.2.4 Policy on Substantive Change and Notifying the Commission on Colleges of the Southern Association of Colleges and Schools (SACSCOC)

Section 5.3: Directed Studies (p. 5-4)

  5.3.1 Directed Studies Definition and Policy

Section 5.4: Distance Learning (p. 5-6)

  5.4.1 Distance Education Standards and Guidelines

Section 5.5: Student Enrollment (p. 5-6)

  5.5.1 Schedule Adjustment Policy
  5.5.2 Undergraduate Course Load Policy
  5.5.3 Undergraduate Course Repeat Policy
  5.5.4 Undergraduate Course Withdrawal Policy
  5.5.5 Policy on Retroactive Withdrawals/Resignations and Withdrawals/Resignations after Midterm
Section 5.6: Student Academic Status (p. 5-7)

5.6.1 Undergraduate Policy on Appeals of Suspension
5.6.2 Policy on the Percentage of Course Work Earned in Residence at Auburn University
5.6.3 Policy on Transient Students
5.6.4 Policy on Change of Major or Curriculum
5.6.5 Undergraduate Dean’s List Policy
5.6.6 Award of Posthumous Degrees
5.6.7 Award of Honorary Degrees Policy

Introduction

Faculty are key to the development, review, and revision of curriculum and academic standards at Auburn University. Through careful maintenance of these important areas, Auburn University ensures that its programs and policies promote excellence in academic endeavors and provide clear guidance and direction. Although many of the policies and guidelines in this chapter are not under the purview of the University Senate, the Academic Standards Committee of the University Senate should be included in the review of any proposed revisions.

Section 5.1: Enrollment Planning

5.1.1 Enrollment Policy for Auburn Campus

Projected numbers of undergraduate and graduate students for the Auburn campus

https://sites.auburn.edu/admin/universitypolicies/Policies/EnrollmentPolicyforAuburnCampus.pdf

5.1.2 Policy on Program Enrollment Plans

Considerations for college and school enrollment plans designed to maintain high levels of quality

https://sites.auburn.edu/admin/universitypolicies/Policies/PolicyonProgramEnrollmentPlans.pdf
5.1.3 Policy and Procedures for Establishing or Changing the Enrollment Cap of an Undergraduate Major

Procedures for establishing, continuing, or discontinuing enrollment limits in high-demand majors


Section 5.2: Undergraduate Degree Programs

5.2.1 Policy on Bachelor’s Degree Requirements

Basic requirements for students in all undergraduate majors

https://sites.auburn.edu/admin/universitypolicies/Policies/PolicyonBachelorDegreeRequirements.pdf

5.2.2 Policy on Undergraduate Curriculum Model Change

General guidelines for determining graduation requirements for students enrolled in a program that alters its curriculum

https://sites.auburn.edu/admin/universitypolicies/Policies/PolicyonUndergraduateCurriculumModelChange.pdf

5.2.3 Program Review and Assessment

Purpose, scope, criteria, and standards for the periodic formal review of academic program

http://www.auburn.edu/academic/provost/programReview.html

5.2.4 Policy on Substantive Change and Notifying the Commission on Colleges of the Southern Association of Colleges and Schools (SACSCOC)

Requirements and procedures for notification when an academic unit proposes a significant modification in the nature or scope of the university’s activities, such as more advanced course
work, joint degrees with another institution, initiating off-campus sites, adding a significantly different program, altering significantly the length of a program, and other actions

https://sites.auburn.edu/admin/universitypolicies/Policies/SubstantiveChangeNotificationPolicy.pdf

Section 5.3: Directed Studies

5.3.1 Directed Studies Definition and Policy

Definition of Directed Readings Courses: Auburn University offers directed readings courses, also referred to as special problems courses or independent studies, in accordance with established policy.

Directed readings courses allow in-depth study of a particular subject by a student who is well into his or her major and, in extraordinary circumstances, accommodate scheduling issues when no other remedy is available.

Directed readings courses should not normally be used as replacements for required courses or as a solution to routine scheduling problems.

Purpose of Policy: The university is committed to maintaining the highest level of academic quality and integrity in the instructional process.

This policy is designed to bolster both quality and academic integrity by ensuring that the academic quality of directed readings courses is materially equivalent to the academic quality of other courses, regardless of format or mode of delivery.

Eligibility: To be eligible to take a directed readings course a student must be at junior level or above, and the course must be taken for credit toward the student’s major or minor; exceptions may be approved as follows:

Exceptions concerning junior standing or higher, or concerning credit toward the student’s major or minor, must be approved by the instructor and the offering department head/chair (or dean if the instructor serves as department head/chair or associate dean), and by the dean of the college in which student is enrolled if different from the offering college.

A student must have the approval of his or her dean and the provost to take more than nine hours of directed readings course work for credit over the course of his or her degree program.
Approval to Teach Course: A standard “Approval for Independent Study/Directed Readings” form, available through the Office of the provost web page, will specify the necessary approvals and serve as the vehicle for obtaining them. Except as permitted by deadline variations within the “Registration and Scheduling” provisions of the university’s “Academic Policies,” all necessary approvals must be obtained by the tenth class day of the semester (or fifth class day of the summer semester) in order for the course to be taken for credit toward a degree.

The form for course approval serves in the nature of a contract in which the student and the instructor affirm their understandings concerning:

a. the objective of the course;

b. the nature of the teaching-learning process and the proposed schedule of meetings;

c. the proposed work products; and

d. the criteria that will be used to assess the work product and the grade options that will be available.

Information on points a through d above should be presented through a syllabus that is attached to the form for approval.

Academic Standards: The documentation consisting of the approval form and accompanying material must comply with the course description approved by the University Curriculum Committee, and must reflect essentially the same standards of academic quality expected of all courses regardless of format or mode of delivery.

An instructor wishing to offer directed studies course work to more than three students in any given semester must receive written approval from the department head/chair (or dean if the instructor serves as department head/chair or associate dean) no later than the tenth class day of the semester (fifth day of summer semester).

The instructor, department head/chair, and dean affirm through their signatures on the approval form that the amount and level of credit to be awarded for the course is materially equivalent to the amount and level of credit awarded for comparable course work, regardless of format or mode of delivery.
Section 5.4: Distance Learning

5.4.1 Distance Education Standards and Guidelines

Relationship of distance learning to the University mission, strategic plan; requirements for course and program offerings; faculty participation; financial considerations; intellectual property; assessment; course- and program-approval process


Section 5.5: Student Enrollment

5.5.1 Schedule Adjustment Policy

Provisions for students to add courses through the first day of class, for departments to add students to a class through the first 15 class days of the term, and for students to drop classes before and after midterm

https://sites.auburn.edu/admin/universitypolicies/Policies/ScheduleAdjustmentPolicy.pdf

5.5.2 Undergraduate Course Load Policy

Maximum enrollment load for students; provisions for exceeding the maximum

https://sites.auburn.edu/admin/universitypolicies/Policies/UndergraduateCourseLoadPolicy.pdf

5.5.3 Undergraduate Course Repeat Policy

Rules for students to repeat courses in which they have already earned a grade

https://sites.auburn.edu/admin/universitypolicies/Policies/UndergraduateCourseRepeatPolicy.pdf

5.5.4 Undergraduate Course Withdrawal Policy

Rules for students to drop courses; assignment of the W grade

https://sites.auburn.edu/admin/universitypolicies/Policies/UndergraduateCourseWithdrawalPolicy.pdf
5.5.5 Policy on Retroactive Withdrawals/Resignations and Withdrawals/Resignations after Midterm

Detailed rules for students to drop from a course or some courses, to resign from all courses; medical and nonmedical justifications

[link to policy]

Section 5.6: Student Academic Status

5.6.1 Undergraduate Policy on Appeals of Suspension

Provisions for students to appeal academic suspension or dismissal

[link to policy]

5.6.2 Policy on the Percentage of Course Work Earned in Residence at Auburn University

Number, percentage, and timing of semester hours that must be taken in residence

[link to policy]

5.6.3 Policy on Transient Students

Provisions for students to take courses at another institution on a transient basis

[link to policy]
5.6.4 Policy on Change of Major or Curriculum

Requirements for students transferring from one major to another

https://sites.auburn.edu/admin/universitypolicies/Policies/PolicyonChangeofMajororCurriculum.pdf

5.6.5 Undergraduate Dean’s List Policy

Requirements for inclusion on the dean’s list

https://sites.auburn.edu/admin/universitypolicies/Policies/UndergraduateDeanListPolicy.pdf

5.6.6 Award of Posthumous Degrees

Eligibility, approval process, and procedures for awarding the degree

http://www.auburn.edu/administration/trustees/policies/C-8_Award_of_Posthumous_Degrees.pdf

5.6.7 Award of Honorary Degrees Policy

Criteria and procedures for selecting honorary degree recipients

http://www.auburn.edu/administration/trustees/policies/C-3_Award_of_Honorary_Degrees.pdf
Chapter 6
Research

Introduction: The University’s Formal Research Program (p. 6-1)

Section 6.1: Conducting Research (p. 6-2)

6.1.1 Auburn University Scholarship Incentive Policy
6.1.2 Limited Submission Grant Application Policy
6.1.3 Research Involving Human Subjects
6.1.4 Activities Involving Animal Subjects

Section 6.2: Violations of Research Integrity (p. 6-4)

6.2.1 Scientific Misconduct Policy
6.2.2 Conflict of Interest Policy

Section 6.3: Research Products (p. 6-11)

6.3.1 Auburn University Copyright Policy
6.3.2 Auburn University Patent Policy

Section 6.4: Centers and Institutes (p. 6-12)

6.4.1 Establishment of Centers and Institutes Policy

Introduction: The University’s Formal Research Program

Research is essential to the continuing vitality of a large-scale institutional program. All of Auburn’s academic colleges, schools and departments are engaged in research. The University’s research program is coordinated through the Office of Vice President for Research.
Section 6.1: Conducting Research

6.1.1 Auburn University Scholarship Incentive Policy

Preamble: Externally sponsored academic activity involving university faculty, whether teaching, research, outreach or service, is presumed to satisfy the academic needs of the university and the academically related objectives of the sponsoring agency. The university provides faculty and facilities while the sponsor provides funds for the activities. Because faculty time and effort are required, it is reasonable for the university to request funds from the sponsor to support faculty effort. Whenever possible, it is prudent for the university to dedicate released funds in ways that enhance its academic activities. The purpose of this policy is to provide a direct incentive to faculty who receive extramural funding that includes salary support.

Guiding Principles

1. When appropriate, sponsoring agencies that have objectives compatible with AU’s academic enterprise may provide funds to support faculty time and effort. Such funds should be substituted for AU funds (state funds, endowment, etc.) that have been dedicated to faculty members’ base salaries.

2. Eligible funds released when a faculty activity (i.e., teaching, research, outreach or service) is supported by an extramural grant or contract may be used to create an incentive pool within each department to further its academic activities.

3. The incentive pool may be used to provide funds for travel, equipment, faculty salary supplements, graduate student support, and other activities that enhance the academic mission.

4. Each department or unit may determine the manner of distributing its own incentive funds with the intent of providing an incentive to the faculty member generating the funds. Departments should review their incentive policy at least every three years.

5. Incentives for faculty members with joint appointments or with appointments funded from multiple sources should be negotiated between the funding units.

6. The base salary or contract salary of individual faculty members may not be altered by the receipt of incentive salary.

7. This policy does not restrict the amount that may be secured for summer salary for faculty with nine-month appointments.

Chapter 6-2
8. The particular incentive(s) to be received, as described in item 3 above, are to be negotiated between the faculty member receiving the eligible extramural funding and the appropriate department head or chair.

9. The provost and vice president for Research must approve each department or unit’s plans for distributing funds.

**Requests for Salary Support on Grants and Contracts:** Faculty members who apply for externally funded grants or contracts should request a percentage of their total salary, including fringe benefits, from the extramural source, consistent with the time commitment to conduct the proposed academic activity, unless excluded by the funding agency.

All faculty funded from AU sources, unless otherwise restricted, are eligible. Individuals who are split-funded from eligible and ineligible sources will be eligible to participate with that portion of their salary supported by eligible funds.

A faculty member may be eligible for an incentive supplement from the incentive pool not to exceed 20 percent of his or her annualized base salary. The faculty member and the department chair will execute a written contract for the specific amount of the incentive award. The academic incentive allocation to faculty will be made once a year at the end of the fiscal year.

Each contract for academic incentive salary must be approved by the dean and the appropriate vice president.

### 6.1.2 Limited Submission Grant Application Policy

*Procedure to select the applicants who may submit letters of intent or proposals in response to a Request for Proposal that limits the number of submissions from a single university*

[https://sites.auburn.edu/admin/universitypolicies/Policies/LimitedSubmissionGrantApplicationPolicy.pdf](https://sites.auburn.edu/admin/universitypolicies/Policies/LimitedSubmissionGrantApplicationPolicy.pdf)

### 6.1.3 Research Involving Human Subjects

Auburn University established the Institutional Review Board for the Use of Human Subjects in Research (IRB) to evaluate research for compliance with guidelines and regulations established by the U.S. Department of Health and Human Services and the U.S. Food and Drug Administration. All research in which human subjects are used, whether by faculty, staff, or students, must be approved in advance by the IRB, no matter the source of funding, lack of funding, or any other consideration. All modifications to approved human subject protocols must
be submitted to and approved by the IRB in advance of implementation. Information may be obtained from the Office of Vice President for Research.

https://cws.auburn.edu/ovpr

6.1.4 Activities Involving Animal Subjects

Auburn University established the Institutional Animal Care and Use Committee (IACUC) to assure compliance with policies of the U.S. Department of Health and Human Services and all other federal, state, and local regulations concerning care, treatment, and use of animals in research, teaching, production, and demonstration activities. All such activities, whether by faculty, staff, or students and whether funded or unfunded, must be approved in advance by the committee. All modifications to approved animal subject protocols must be submitted to and approved by the IACUC in advance of implementation. Information may be obtained from the Office of Vice President for Research.

Section 6.2: Violations of Research Integrity

6.2.1 Scientific Misconduct Policy

The University’s Scientific Misconduct Policy was developed to effect compliance with the requirements of the Public Health Service Final Rule on “Responsibilities of Awardees and Applicant Institutions for Dealing with and Reporting Possible Misconduct in Science” (42 CFR Part 50). Allegations of scientific misconduct made against any faculty, staff, or student of the University involved in research or research training, application for support of research or research training, or related research activities.

Misconduct in research, herein defined as scientific misconduct, is inappropriate behavior. Allegations of scientific misconduct made against individuals involved in research, or research training, applications for support of research or research training, or related research activities will be handled according to the policies and procedures included herein. These policies and procedures apply to all disciplines throughout the university. For Public Health Service–funded research, additional policies and procedures are included below.

Definitions:

1. “Misconduct” or “Misconduct in Science” means fabrication, falsification, plagiarism, or other practices that seriously deviate from those that are commonly accepted within the scientific
community for proposing, conducting, or reporting research. It does not include honest error or honest differences in interpretations or judgments of data.

2. “Inquiry” means information gathering and initial fact finding to determine whether an allegation or apparent instance of misconduct warrants an investigation.

3. “Investigation” means the formal examination and evaluation of all relevant facts to determine if misconduct has occurred.

**Allegations:** Initial allegations should be reported to the dean(s) of the college(s) or school(s) in which the alleged misconduct occurred. The dean(s) must immediately report such allegations to the vice president for Research. If the vice president for Research has possible conflicts of interest, the allegations shall be referred to the provost and vice president for Academic Affairs. In the event of such conflict, “provost and vice president for Academic Affairs” shall be substituted for “vice president for Research” hereinafter.

The vice president for Research shall informally review any allegation of scientific misconduct, confer with the appropriate dean(s) and University administrators, and determine whether the allegation warrants initiation to the inquiry process. The vice president for Research shall discuss with the person making the allegations (hereafter referred to as the complainant[s]) the University’s scientific misconduct policies and procedures. If the complainant(s) chooses to make a formal allegation and the vice president for Research determines that the allegation warrants initiation to the inquiry process, the inquiry shall be initiated immediately.

In order to effectively follow through with any allegations of misconduct, the identity of the complainant(s) must be revealed to the vice president for Research. Where the complainant seeks anonymity, the vice president for Research shall operate in such a way as to maintain that anonymity to the degree compatible with accomplishing the initial reviews. However, such anonymity cannot be assured. Further, anonymity of the complainant is neither desirable nor appropriate where an inquiry is instituted.

The University shall pursue an allegation of misconduct to the extent it is reasonably capable of doing so, even if the individual(s) against whom the allegation is made (hereafter referred to as the respondent[s]) has left the University before the case is resolved.

All reported allegations should be kept confidential to the extent permissible by law, and the University will undertake diligent efforts to protect the positions and reputations of those complainant(s), who, in good faith, make allegations of misconduct. If an allegation is found to be unsupported but has been submitted in good faith, no further action, other than informing all involved parties, shall be taken. The notification and the proceedings of an inquiry or an
investigation, including the identity of the respondent(s), shall be held in strict confidence to protect the parties involved. If confidentiality is breached by the University, the University shall take such reasonable steps as are requested to minimize the damage to reputations that may result from unsupported allegations.

**Inquiry:** An inquiry is designed to separate allegations deserving of further investigation from frivolous, unjustified, or clearly mistaken allegations. Factual information is gathered and expeditiously reviewed to determine if an investigation of the charge is warranted.

The vice president for Research shall appoint an inquiry committee of no fewer than three persons. The committee shall consist of senior tenured faculty who are without conflict of interest, hold no appointment in the department(s) of either the complainant(s) or the respondent(s), and have appropriate expertise for evaluating the information relevant to the case. In the event of conflict of interest or need to acquire appropriate expertise, the vice president for Research may go outside the University to select one or more committee members. Every effort shall be made to appoint a committee of inquiry within 15 days, but the committee must be appointed within 30 days from the receipt of the allegation.

The inquiry phase, including preparation of the written report of the inquiry, shall be completed within 60 calendar days of its initiation unless circumstances clearly warrant a longer period. In such circumstances, the committee shall advise the vice president for Research, who shall notify all relevant parties. The report of inquiry shall include documentation for justifying an extension of the 60-day period.

Records and proceedings of the inquiry are confidential and are to be passed on to a committee of investigation if an investigation is initiated. In any case, the records should be kept secure, and if no misconduct is found, records should be destroyed three years after completion of an inquiry. Making the records public without authorization is grounds for a charge of misconduct.

The vice president for Research is responsible for notifying respondent(s) in writing of the allegations and of the proposed membership of the inquiry committee for the purpose of identifying in advance any real or potential conflict of interest. As the inquiry is informal and intended to be expeditious, principals are expected to speak for themselves. All individuals may have the assistance of legal counsel and shall have the opportunity to present evidence and to call witnesses.

During the inquiry, the vice president for Research and the members of the committee are responsible for the security of relevant documents. Copies of all documents and related communications are to be securely maintained in the Office of the Vice President for Research.
The completion of an inquiry is marked by a determination of whether or not an investigation is warranted. The committee’s recommendation to proceed to an investigation shall be based on demonstrated probable cause for each allegation. The committee shall prepare a written Report of Inquiry that states what evidence was reviewed, summarizes relevant interviews, and includes the findings and recommendations of the inquiry. The report of inquiry shall be submitted to the vice president for Research, who shall be responsible for notifying the respondent(s) and complainant(s) of the outcome within ten working days.

The respondent(s) shall be given a copy of the report of inquiry and the opportunity to comment in writing upon the findings and the recommendations. If the respondent(s) chooses to comment, such comments shall be forwarded as soon as possible but must be forwarded within ten (10) working days. The respondent’s(s’) comments shall be made part of the record.

If the outcome of the inquiry indicates a need for formal investigation, the vice president for Research, shall notify this fact in writing to the appropriate dean(s) and University administrators on or before the date the investigation begins. If the vice president for Research finds the allegations to be unfounded and malicious, appropriate University procedures may be invoked to address possible actions to be taken against the complainant(s).

**Investigation:** The purpose of an investigation is to determine whether scientific misconduct has been committed. The investigation shall focus on accusations of misconduct as defined previously and examine the factual materials of each case. In the course of an investigation, additional information may emerge that justifies broadening the scope of the investigation beyond the initial allegations. The respondent(s) shall be informed in writing when significant new directions of investigations are undertaken.

The vice president for Research shall appoint an investigating committee of no fewer than three persons. The committee shall consist of senior tenured faculty who are without conflict of interest, hold no appointment in the departments of either the complainant(s) or the respondent(s), and have appropriate expertise for evaluating the information relevant to the case. In the event of conflict of interest or need to acquire appropriate expertise, the vice president for Research may go outside the University to select one or more committee members. Every effort shall be made following the determination that an investigation is warranted to appoint an investigating committee within 15 days, but the committee must be appointed within 30 days. The investigating committee may or may not consist of the same membership as the inquiry committee.

Every effort should be made to complete the investigation within 120 days of its initiation; however, it is acknowledged that some cases may render this time period difficult to meet. In such cases, the investigating committee should compile a progress report, identify reasons for the
delay and notify the vice president for Research of the additional time necessary for the investigation.

The vice president for Research shall convey to all relevant parties such information as may be required and shall notify all parties in writing of the allegations and of the procedures that shall be used to examine the allegations. Further, they shall be informed of the proposed membership of the committee of investigation for the purpose of identifying in advance any real or potential conflict of interest.

All parties to the case may be represented by legal counsel, may present evidence, and may call and examine witnesses. The investigation normally shall include examination of all documentation, including but not necessarily limited to relevant research data and proposals, publications, correspondence, and memoranda of telephone calls. The committee shall attempt to interview all individuals involved either in making the allegation or against whom the allegation is made, as well as other individuals who might have information regarding key aspects of the allegations. Summaries of these interviews shall be provided to the interviewed party for comment or revision and included as part of the investigatory file. The committee may request the involvement of outside experts. The investigation must be sufficiently thorough to permit the committee to reach a decision about the validity of the allegation(s) and the scope of the wrongdoing or to be sure that further investigation is not likely to alter an inconclusive result. In addition to making a judgment on the veracity of the charges, the committee may recommend to the vice president for Research appropriate sanctions.

As the University is interested in protecting the health and safety of research subjects, students, and staff, interim administrative action may be warranted prior to the conclusion of either the inquiry or the investigation. Such action, ranging from slight restrictions to complete suspension of the respondent(s) and notification of external sponsors, when required by federal regulations, is initiated by the vice president for Research.

All parties in the investigation are encouraged to cooperate by producing any additional data requested for the investigation. Copies of all materials secured by the committee shall be provided to the respondent(s) and may be provided to other concerned parties as judged appropriate by the committee. The respondent(s) shall have an opportunity to address the charges and evidence in detail.

After all evidence has been received, the investigating committee shall meet to deliberate and prepare its findings and recommendations. The committee shall find no scientific misconduct unless a majority of the members conclude by clear and convincing evidence, based on the record as a whole, that the allegation(s) have been substantiated. All significant developments during the investigation, as well as the findings and recommendations of the committee, shall be
reported to the vice president for Research and to all federal agencies, sponsors, or other entities with a need to know.

Upon completion of the investigation, the committee shall submit to the vice president for Research a full written report that details the committee’s findings and recommendations. This report shall be sent also to the respondent(s) by the vice president for Research within ten days of its receipt. The respondent(s) shall be given the opportunity to comment in writing upon the findings and the recommendations. If the respondent(s) chooses to comment, such comments shall be forwarded as soon as possible but must be forwarded within ten working days. The respondent’s(s’) comments shall be made a part of the record.

**Resolution:** In the absence of a finding of scientific misconduct, all parties informed of the investigation shall be informed in writing that allegations of misconduct were not supported. If the allegations were deemed to have been unfounded and maliciously motivated, appropriate actions shall be taken against the complainant(s). If the allegations were deemed to have been made in good faith, no additional measures are indicated and efforts shall be made to prevent retaliatory actions. In publicizing the findings of no misconduct, the University shall be guided by whether public announcements shall be harmful or beneficial in restoring any reputation(s) that may have been damaged. Usually, such decision shall be made in conjunction with the person(s) who was (were) innocently accused.

When it has been determined that scientific misconduct has occurred, the vice president for Research shall consider the recommendations of the committee and shall be responsible for determining and implementing sanction(s) as appropriate. The respondent(s) shall be notified in writing of the sanction(s) within 20 days. If the sanction(s) involve termination of employment, the University termination procedures shall be invoked. The University must take action appropriate for the seriousness of the misconduct. Sanctions shall not be imposed during the appellate process.

**Appeal:** Respondent(s) may appeal the decision of the vice president for Research. A written statement of the grounds for the appeal must be submitted to the president within 30 days of written notification of the sanction(s). Appeals shall be restricted to the body of evidence already presented, and the grounds for appeal shall be limited to failure to follow appropriate procedures in the investigation or decisions/recommendations not supported by any reasonable evidence. Upon receipt of a written appeal, the president shall evaluate the evidence and make a determination. The president’s decision shall be binding on all parties and shall be conveyed to all involved in a timely fashion.
Although new previously unconsidered material evidence is not grounds for an appeal, the respondent(s) may submit a request to the president to reopen the investigation in the event such evidence becomes available.

**Policies Applicable Only to Public Health Service–Funded Research:** The vice president for Research will notify the Office of Research Integrity when, at any stage of the inquiry or the investigation, there is an immediate health hazard; there is a need to protect federal funds, equipment, or individuals affected by the inquiry or the investigation; and it is probable that the alleged incident will be reported publicly. If there is reasonable indication of possible criminal violations, the vice president for Research shall notify the Office of Research Integrity within 24 hours.

When the inquiry determines that an investigation is not warranted, the University will maintain sufficient documentation of inquiries to permit a later assessment of the reasons. These records shall be maintained in a secure manner for a period of at least three years after the termination of an inquiry, and shall, upon request, be provided to the authorized Department of Health and Human Services personnel.

If the University plans to terminate an inquiry or an investigation for any reason without completing all relevant requirements that are designated in this policy, then a report of the planned termination, including a description of the reasons for such termination, shall be made to the Office of Research Integrity.

If the outcome of the inquiry indicates a need for formal investigation, the vice president for Research, shall notify the Office of Research Integrity in writing on or before the date the investigation begins. At a minimum, the notification should include the name of the respondent(s) against whom the allegations have been made, the general nature of the allegation, and the Public Health Service application or grant number(s) involved.

The Investigating Committee shall immediately advise the vice president for Research of any developments during the course of the investigation that disclose facts that may affect current or potential Department of Health and Human Services funding for respondent(s) under investigation or that the Public Health Service needs to know to ensure appropriate use of federal funds and otherwise protect the public interest, and the vice president for Research shall promptly appraise the Office of Research Integrity of these developments.

When the Investigating Committee is unable to complete the investigation in 120 days, the vice president for Research shall submit to the Office of Research Investigation a request for an extension, and it shall include an explanation for the delay, an interim report on the progress to date, an outline of what remains to be done, and an estimated date of completion. If this request
is granted, the vice president for Research will file periodic progress reports, as requested, to the Office of Research Integrity.

The vice president for Research shall submit the final Report of Investigation to the Office of Research Integrity. This report shall describe the policies and procedures under which the investigation was conducted, how and from whom information was obtained relevant to the investigation, the findings, and the basis for the findings. It should also include the actual text or an accurate summary of the views of any individual(s) found to have engaged in misconduct, as well as a description of any sanctions taken by the University. Documentation that substantiates the investigation’s findings will be made available to the director of the Office of Research Integrity. If the respondents can be identified, those who raised the allegation should be provided with those portions of the report that addresses their role and opinions in the investigation. All records of the investigation shall be retained for a period of three years after Public Health Service acceptance of the final report of investigation.

6.2.2 Conflict of Interest Policy

Auburn University manages financial conflicts of interest for its employees according to the Conflict of Interest Policy.

https://sites.auburn.edu/admin/universitypolicies/Policies/FinancialConflictofInterestPolicyforResearchandRelatedActivities.pdf

Section 6.3: Research Products

6.3.1 Auburn University Copyright Policy

The purpose of this policy is to provide guidelines for the determination of the respective rights of Auburn University and its members with regard to copyrights and royalties or other income derived from copyrightable work.

https://sites.auburn.edu/admin/universitypolicies/Policies/PolicyGoverningtheCreationofCopyrightedMaterial.pdf

https://sites.auburn.edu/admin/universitypolicies/Policies/PolicyGoverningTheUseOfCopyrightedMaterial.pdf

6.3.2 Auburn University Patent Policy

This patent policy of Auburn University applies to Auburn University faculty and other employees and students in the areas of discoveries, inventions, and patents for the benefit of the public.

https://sites.auburn.edu/admin/universitypolicies/Policies/AuburnUniversityPatentPolicy.pdf

Chapter 6-11
### Section 6.4: Centers and Institutes

**6.4.1 Establishment of Centers and Institutes Policy**

Due to the increasing complexity and interdisciplinary nature of many instructional, research, and outreach programs, traditional academic departments may not have sufficient diversity in their faculty or adequate facilities and resources to allow such programs to reach their full potential. Under these circumstances, it will be the policy of Auburn University to establish centers and institutes to facilitate the management and development of these programs, providing they also fulfill the following criteria:

1. The center or institute is consistent with the University’s mission and priorities.

2. The program represents a well-defined area of instruction, research, or outreach involving faculty and resources from more than one discipline, department, college, or school.

3. The University has existing strengths and resources in the programs, including a critical mass of faculty and a demonstrated commitment on the part of the involved faculty and administration to actively participate in the center or institute.

4. The center or institute will enhance instruction, research, or outreach programs in colleges and schools and provide more effective administration of programs.

5. Establishment of a center or institute will provide the program greater visibility and increased potential for extramural funding.

The difference between centers and institutes will be a matter of degree—that is to say, institutes will be very large programs involving a number of departments, colleges and/or schools, or external partners. The center designation will always be used for interdisciplinary or interdepartmental programs in a single college or school.

**Administration of Centers and Institutes:** Each center or institute will have a director who is responsible for the day-to-day administration of the program. Such arrangements may vary from a part-time director who receives release time from other University responsibilities to a full-time director whose primary responsibility is the administration of the center or institute.
While ordinarily all centers and institutes will ultimately be the responsibility of a vice president or the provost,** it is essential that the academic deans be directly involved in the administration of centers and institutes. This involvement is important because all such programs will have an impact on resource allocations in colleges and schools and will require special attention to the appointment and evaluation of participating faculty. For these reasons, all centers and institutes involving more than one college or school shall have an administrative board that includes the deans from the participating colleges and schools, as well as appropriate department heads/chairs and faculty members. The director of the center or institute will report to this administrative board, which, in turn, will report to the appropriate vice president. When centers involve interdisciplinary or interdepartmental programs within a single college or school, the director will report to the dean of that college or school.

All centers and institutes should undergo external review at least every five years to assess quality and effectiveness of programs.

**Procedure for Establishing Centers and Institutes:** After detailed review and consultation with appropriate faculty and administrators, the appropriate vice president or provost may separately or jointly recommend to the president of the University the establishment of a center or institute.

When, in the opinion of the president, a program of instruction, research, or outreach fulfills the criteria set forth in this policy statement, he or she may authorize the establishment of such centers and institutes. If establishment of a proposed center or institute requires new funding in excess of $100,000, Board approval is also required. It will be the president’s responsibility, at regular intervals, to report to the Board of Trustees, as a matter of information, on the establishment of centers and institutes.

* This policy addresses administrative or management structures for interdisciplinary activities. The policy does not extend to the use of the terms “centers” or “institutes” in connection with non-interdisciplinary programmatic activities.

** For centers and institutes created on the Auburn Montgomery campus, the functional counterpart to a vice president or the provost will fulfill these responsibilities.
Introduction (p. 7-1)

Section 7.1: Continuing Education (p. 7-3)

7.1.1 CEU Policy and Reporting Guidelines for Noncredit Instruction and Outreach Activities

Section 7.2: Summer Programs (p. 7-3)

7.2.1 Auburn University Summer Camp Policy Manual

Introduction

Among Auburn University’s three principal missions is outreach, the application of university expertise beyond the traditional campus setting to the benefit of external constituents. Auburn’s outreach mission is defined by its historical designation as a land-grant university and its comprehensive base of programming across the institution. These activities are coordinated by the Vice President for University Outreach. They involve substantial contributions made by numerous university entities, including units in University Outreach, the Alabama Cooperative Extension System, and programs in the academic departments. In all, there are more than 75 outreach centers and program offices across campus, extension offices in all 67 counties statewide, and a number of outreach-related institutional partnerships nationally and globally.

There are three major forms of outreach programming at Auburn University: (1) noncredit professional continuing education, training, and academic enhancement courses; (2) expert technical assistance, consultative services, and clinical operations; and (3) community partnerships and enrichment programs open to the public. These programs address a broad array of educational, economic, agricultural, environmental, community, home, and individual development interests in the state, nationally and globally.

Auburn University is classified by the Carnegie Foundation for the Advancement of Teaching as a “community engaged institution,” the highest such recognition for a university’s curricular engagement and outreach partnerships. As such, Auburn stands as an exemplar among its peer institutions as an interdisciplinary source for lifelong learning, information and expert assistance, and civic engagement for the public good.
Notably, faculty have a significant involvement in the majority of outreach produced at the university. Faculty engagement in outreach improves the quality of life in Alabama and beyond, and also provides them valuable experience and insights that can inform their teaching and research. Thus, outreach is both an expression of the faculty’s disciplinary expertise and an important part of scholarly development.

Outreach activity is an integral component of faculty scholarship in consideration for promotion and tenure at Auburn University. The university recognizes engaged scholarship as the application of academic expertise to the direct benefit of external audiences in support of university and unit missions. Thus, outreach scholarship generally is assessed for the impact of the engagement with the community; its relationship to the faculty members’ approved teaching and research assignments, and its contribution to departmental goals and objectives. Faculty with extension assignments or performing outreach as part of an extension program would be assessed against both departmental goals and the extension system’s programmatic objectives. General policies related to faculty instruction, research, and outreach assignments are outlined within Chapter 3 of the Auburn University Faculty Handbook; faculty should also refer to their departmental promotional and tenure guidelines for specific details related to the recognition of outreach scholarship in their academic assignment.

Other university policies and procedures relevant to faculty engagement and the performance of outreach include:

**Continuing Education Unit (CEU) Policy and Outreach Reporting Guidelines**

In compliance with national standards of practice for noncredit programming, this policy provides for the uniform application of continuing education units (CEU) and central documentation of outreach activities. All noncredit continuing education and professional development designed and delivered by faculty are covered by this policy. Programs awarding CEUs for noncredit instruction must be approved in advance by the university CEU officer in the Office of Public Service. Outreach activities not carrying CEU awards also should be reported by faculty to OPS utilizing the same procedures. The complete CEU policy and reporting guidelines are available at the university’s central policy website and at the University Outreach and Office of Public Service websites.

**Summer Camp and Summer Coordinating/Scheduling Policy**

Faculty play a major role in organizing and hosting a wide variety of camps, clinics, workshops, and conferences each summer. This policy outlines procedures for recognition of official summer activities and coordination of summer space utilization of university recreational facilities. These guidelines specifically address residential summer programs...
that include participants under the age of 18 years who may remain overnight in on-campus residence halls. This policy is available at the university’s central policy website and at the University Outreach and Office of Professional and Continuing Education websites.

Human Subjects Research

As part of their scholarship, faculty may present information about their engagement in a variety of manuscripts, technical reports, and academic conferences. Outreach activities involving human subject research must be approved by the Auburn University Institutional Review Board in advance. Faculty should consult the Office of Human Subjects Research website for specific guidelines on these policies.

Section 7.1: Continuing Education

7.1.1 CEU Policy and Reporting Guidelines for Noncredit Instruction and Outreach Activities

Definitions, use, criteria, and guidelines for continuing education units; procedures for calculating CEU awards, outreach reporting and CEU approval

https://sites.auburn.edu/admin/universitypolicies/Policies/ContinuingEducationUnitPolicyandReportingGuidelines.pdf

Section 7.2: Summer Programs

7.2.1 Auburn University Summer Camp Policy Manual

Rules and regulations for conducting summer instructional programs involving participants who are under 19 years of age or who remain overnight in on-campus residence halls

https://sites.auburn.edu/admin/universitypolicies/Policies/AuburnUniversitySummerCampPolicies.pdf
Chapter 8
Extramural Activity of Faculty

Introduction (p. 8-1)

Section 8.1: Outside Employment (p. 8-1)

8.1.1 Consulting Policy

8.1.2 Concurrent Appointments

Section 8.2: Government Relations (p. 8-7)

8.2.1 Institutional Employees as Candidates for Public Office

8.2.2 University-Legislative Relationships and the Faculty Member

Introduction

Beyond their regular assignment, Auburn University faculty often engage in extramural activities, including consultation, additional employment, and civic engagement. The policies in this chapter govern faculty work beyond their Auburn University assignment.

Section 8.1: Outside Employment

8.1.1 Consulting Policy

General Considerations: Although the primary function of Auburn University is to render service to the people of Alabama through its established programs of instruction, research, and extension, the University recognizes its obligation to make available the services of the many highly trained specialists on its faculty to business, industry, governments, professional societies, or other appropriate groups. Moreover, outside services of a professional nature generally strengthen the faculty member and contribute to improvement of teaching and research programs. Therefore, the University encourages the involvement of its faculty in extramural activities that are consistent with their primary responsibilities to the institution. These activities typically invite a faculty member to use his or her specialized knowledge to provide advice or judgment about a problem, situation, or area of scholarship in an academic discipline.

Because of the increasing prevalence of various consulting and extramural activities, however, and in view of the inherent problems relating to these, the following guiding principles and
policies have been established to prevent conflicts of interest, interference with University functions, or unethical practices:

1. The major criteria to be used in determining whether a particular extramural activity shall be encouraged or permitted are:

   a. The effect of the activity on the individual and the University, professionally and academically.

   b. The extent to which the activity will complement the University’s programs or interfere with the effective discharge of the faculty member’s responsibilities to the University. These responsibilities include not only formal classroom and laboratory activities but also such other duties as student counseling, committee work, preparation of scholarly publications, and continued professional development.

2. It is the responsibility of the department head/chair and dean or director to exercise judicious control of consulting activities so that no University functions are neglected. It is the faculty member’s responsibility to ensure that his or her teaching is covered during the approved consulting period.

3. The following joint American Association of University Professors and the American Council on Education policy statement “On Preventing Conflicts of Interest in Government-Sponsored Research at Universities” has been adopted as Auburn’s basic policy on conflicts of interest (AAUP Policy Documents and Reports, 9th Edition, 2001, pp. 144–146):

   The increasingly necessary and complex relationships among universities, government, and industry call for more intensive attention to standards of procedure and conduct in government-sponsored research. The clarification and application of such standards must be designed to serve the purposes and needs of the projects and the public interest involved in them and to protect the integrity of the cooperating institutions as agencies of higher education.

   The government and institutions of higher education, as the contracting parties, have an obligation to see that adequate standards and procedures are developed and applied; to inform one another of their respective requirements; and to ensure that all individuals participating in their respective behalves are informed of and apply the standards and procedures that are so developed.

   Consulting relationships between university staff members and industry serve the interests of research and education in the university. Likewise, the transfer of technical
knowledge and skill from the university to industry contributes to technological advance. Such relationships are desirable, but certain potential hazards should be recognized.

4. The president is directed to formulate, implement, and publicize procedures to enforce this policy as required by applicable regulations.

Conflict Situations:

1. Favoring of outside interests: When a university staff member (administrator, faculty member, professional staff member, or employee) undertaking or engaging in government-sponsored work has a significant financial interest in, or a consulting arrangement with, a private business concern, it is important to avoid actual or apparent conflicts of interest between government-sponsored university research obligations and outside interests and other obligations. Situations in or from which conflicts of interest may arise are the:

   a. Undertaking or orientation of the staff member’s university research to serve the research or other needs of the private firm without disclosure of such undertaking or orientation to the university and to the sponsoring agency;

   b. Purchase of major equipment, instruments, materials, or other items for university research from the private firm in which the staff member has the interest without disclosure of such interest;

   c. Transmission to the private firm or other use for personal gain of government-sponsored work products, results, materials, records, or information that are not made generally available (this would not necessarily preclude appropriate licensing arrangements for inventions, or consulting on the basis of government-sponsored research results where there is significant additional work by the staff member independent of the government-sponsored research);

   d. Use for personal gain or other unauthorized use of privileged information acquired in connection with the staff member’s government-sponsored activities (the term “privileged information” includes, but is not limited to, medical, personnel, or security records of individuals; anticipated material requirements or price actions; possible new sites for government operations; and knowledge of forthcoming programs or of selection of contractors or subcontractors in advance of official announcements);

   e. Negotiation or influence upon the negotiation of contracts relating to the staff member’s government-sponsored research between the university and private
organizations with which the staff member has consulting or other significant relationships;

f. Acceptance of gratuities or special favors from private organizations with which the university does, or may conduct, business in connection with a government-sponsored research project, or extension of gratuities or special favors to employees of the sponsoring government agency, under circumstances that might reasonably be interpreted as an attempt to influence the recipients in the conduct of their duties.

2. Distribution of effort: There are competing demands on the energies of faculty members (for example, research, teaching, committee work, outside consulting). The way in which a faculty member divides his or her effort among these various functions does not raise ethical questions unless the government agency supporting the research is misled in its understanding of the amount of intellectual effort the faculty member is actually devoting to the research in question. A system of precise time accounting is incompatible with the inherent character of the work of faculty members, since the various functions they perform are closely interrelated and do not conform to any meaningful division of a standard work week. On the other hand, if the research agreement contemplates that a faculty member will devote a certain fraction of effort to the government-sponsored research, or the faculty member agrees to assume responsibility in relation to such research, a demonstrable relationship between the indicated effort or responsibility and the actual extent of the faculty member’s involvement is to be expected. Each university, therefore, should—through joint consultation of administration and faculty—develop procedures to ensure that proposals are responsibly made and complied with.

3. Consulting for government agencies or their contractors: When the staff member engaged in government-sponsored research also serves as a consultant to a federal agency, such conduct is subject to the provisions of the Conflict of Interest Statutes (18 U.S.C. 202–209 as amended) and the president’s memorandum of May 2, 1963, “Preventing Conflicts of Interest on the Part of Special Government Employees.” When the staff member consults for one or more government contractors, or prospective contractors, in the same technical field as the staff member’s research project, care must be taken to avoid giving advice that may be of questionable objectivity because of its possible bearing on the individual’s other interests. In undertaking and performing consulting services, the staff member should make full disclosure of such interests to the university and to the contractor insofar as they may appear to relate to the work at the university or for the contractor. Conflict-of-interest problems could arise, for example, in the participation of a staff member of the university in an evaluation for the government agency or its contractor of some technical aspect of the work of another organization with which the staff member has a consulting or employment
relationship or a significant financial interest, or in an evaluation of a competitor to such other organization.

Full-time faculty members may be allowed to consult and/or be involved in appropriate continuing education and public service activities for extra compensation a maximum of one workday per week with the consent of their department head/chair and appropriate dean or director. Exceptions to this policy must be approved by the provost upon recommendation of the department head/chair, dean, or director. Consulting and internal activities for extra compensation will be counted against this maximum of one day per week; travel days must be counted as consulting time. This policy is not intended to limit consulting activities of faculty outside the normal work day, during vacation leave, or during the summer for nine-month employees not employed by the University for the summer semester.

A formal application, the Faculty Application for Permission to Engage in Private Consulting form, https://sites.auburn.edu/academic/provost/facultyconsulting/Pages/facultyconsulting.aspx, must be filed at least five working days in advance for permission to engage in extramural activities other than the traditional functions in professional, scholarly, or honor societies. The form must be approved by the faculty member’s department head/chair and dean or director and by the provost. Copies of approved applications shall be maintained in the Office of Institutional Research and Assessment.

Auburn University will assume no responsibility for the competence of its faculty members with respect to the performance of extramural professional activities, except those carried out under the auspices of established programs operated by the University.

In connection with extramural professional activities arranged outside established University programs, the name of Auburn University shall not be used for advertising or promotional purposes or in any report or statement that implies approval or endorsement by Auburn University.

Faculty members should not commit specialized University facilities and equipment or other resources to external consulting projects unless such use is specifically approved in writing in advance by the department head/chair or other appropriate administrator. Faculty members will be expected to reimburse the University for the use of specialized equipment and facilities as well as materials. Use of University computer facilities for consulting will also require prior written approval and will be reimbursed at the external user rate. Approval or reimbursement will not be required for the use of the library or office space for consulting activities.
8.1.2 Concurrent Appointments

The University’s policy permits a faculty member to be employed full-time and to accept an appointment in another institution to teach a course of not more than three semester hours, or the converse, under the following conditions designed to protect the University’s academic programs and the welfare of the faculty.

Each case is to be considered on its individual merits and must be approved in advance by the provost.

The conditions of the concurrent appointment must be set forth in a memorandum of understanding stating explicitly the responsibilities of the individual to each employer. This document must be signed by the individual’s immediate supervisor(s) in each institution or organization; in the case of educational institutions, both department head/chair and dean are to sign.

The nature and requirements of the work assignments must be such as to permit the full-time Auburn University faculty member who holds a concurrent appointment with another institution to discharge his or her responsibilities to Auburn University at the same level of quality expected of all other faculty members, with respect not only to classroom performance but also to the other professional and academic activities (including informal assistance to students) traditionally associated with University faculty appointments. Since joint appointments for teaching, research, and extension are inherently very demanding on a person’s time and energy, faculty members on such appointments generally will not be approved for concurrent appointment with another institution or organization.

Since a person employed full-time by another institution or organization and concurrently teaching a course for Auburn University cannot devote the necessary time to the many professional and academic activities traditionally associated with University faculty appointment, the salary for the part-time appointment will be less than the proportionate amount calculated on the basis of the fractional load represented by the number of hours taught. Generally, the compensation will be a specified amount based on the number of hours for the course.

Since continued overload appointments for long periods inherently endanger the welfare of the faculty member or affect unfavorably the quality or quantity of his or her work, such appointments for extended periods should be discouraged.

Fringe benefits for full-time Auburn University faculty will be based on the University salary only. Part-time employees will not be eligible to participate in the University’s fringe benefits.
Joint appointment on the Auburn and Montgomery campuses of Auburn University cannot exceed 100 percent time or effort.

**Section 8.2: Government Relations**

**8.2.1 Institutional Employees as Candidates for Public Office**

Auburn University is a public institution, and its employees are paid from public funds. The institution, therefore, cannot participate in partisan, political, controversial elections.

However, Auburn University recognizes the constitutional rights of its employees to assume the responsibilities of citizenship in governmental affairs. These rights include that of seeking public office in local, county, state and federal governments, except when such activity would pose a conflict of time or of interest with the employee’s University obligations.

Thus, under these conditions, full-time employees of Auburn University may serve in elective, nominally remunerative local and county offices provided the responsibilities of such offices do not interfere with the proper performance of the duties of such employees to the institution. In such cases, it shall be the duty of the employee, before qualifying for such office, to receive the approval of Auburn University. In no case shall such approval carry with it any obligation of Auburn University to support any such candidate.

Any University employee wishing to qualify for full-time remunerative elective office or for any elective office that would pose a conflict of time or of interest with the employee’s University obligations shall submit a resignation at the time the request for qualification as a candidate for election is presented. Such resignations shall be upon the standard forms processed in the same manner as all other resignations, and shall be effective as of the date submitted.

Such persons, so resigning, shall do so without guarantee by Auburn University that they may be reemployed in the event they fail of election; or, if elected, that they may be reemployed while holding an elective office; or that they may be reemployed at the expiration of the term of office for which they have been elected.

The general conditions outlined above also will apply to appointive offices.
8.2.2 University-Legislative Relationships and the Faculty Member

Auburn University cooperates with all appropriate elements of state government and is often requested to supply information to legislative committees and subcommittees. Since University faculty may at times be involved in such activity, they should observe the following principles of institutional policy:

The University Administration should be informed in advance of a faculty member discussing with the legislature any program development involving institutional commitment of funds or other resources.

Only the president or individuals designated by him or her are authorized by the Board of Trustees to interpret or describe official policy positions and decisions of the University before legislative committees and subcommittees.

Faculty giving testimony, rendering opinions, or providing information to such legislative bodies should make clear that they are acting in their capacity as citizens and not, unless thus officially designated, as spokespersons for the University.

Since faculty are often requested to appear as authoritative witnesses in controversial issues involved with the public interest, they should also make clear that their testimony is that of individual citizens and not a statement of Auburn University policy or opinion.
List of Revisions since April 2, 2013

Section 2.2.1 Standing University Committees: Membership change based on memo of June 11, 2014 approved by President Gogue.

Section 3.8.2 External Residential Fellowships added based on memo of June 25, 2014 approved by President Gogue.

Section 2.1.1 Standing University Committees: Deleted Student Communications Board as a standing university committee based on memo of July 17, 2014 approved by President Gogue.

Section 2.1.2 Article 4 Senate Committees: Added a hyperlink to the Academic Program Review Committee description on October 21, 2014 as approved by Dr. Patricia Duffy, University Senate Chair.

Section 5.4.1 Distance Education Standards and Guidelines: Corrected broken hyperlink on November 5, 2014.

Section 3.9.1 Noncontinuation of Appointment: Added hyperlink to the Procedure for noncontinuation appeal on November 19, 2014.

Section 2.1.2 Article 4 Senate Committees: Added a non-voting Library representative to the Curriculum Committee based on memo of November 5, 2014 approved by President Gogue.

Section 2.1.2 Article 4 Senate Committees: Added a voting member from the AU Libraries to the Graduate Council based on memo of January 16, 2015 approved by President Gogue.

Section 2.2.1 Standing University Committees: Deleted Director of Student Development for Student Affairs as an ex-officio continuing position from the Fraternities and Sororities Committee based on memo of February 19, 2015 approved by President Gogue.

Sections 3.7.1 Performance Evaluation and 3.7.2 Third-Year Review Guidelines: Revisions made according to University Senate action memo of April 14, 2015 approved by President Gogue.

2.2.1 Standing University Committees: Deleted “who shall serve as chair” from the Student Insurance Committee based on the memo of June 4, 2015 approved by President Gogue.

2.2.1 Standing University Committees: Changed the chair of the committee to the Provost and added two continuing faculty members (one appointed by the Provost and the other being
designated as the Director of Choral Music) as directed by the memo of June 8, 2015 approved by President Gogue.

3.7.1 Faculty Annual Review, 3.7.2 Third-Year Review, 3.7.3 Post-Tenure Review: Non-substantive organization changes and the addition of clarifying language as approved by the President as per Senate Steering Committee request memo dated June 8, 2015.

2.1.2 Article 4: Senate Committees added language clarifying the membership of the University Writing Committee and added a representative or designee from the Graduate School as directed by the memo of September 3, 2015 as approved by President Gogue based on the appropriate Senate action of August 25, 2015.

2.2.1 Standing University Committees: Deleted the following committees:
  Campus Recreation
  Fraternities and Sororities
  Student Center Committee
as directed in the memo dissolving them of September 29, 2015 (approved by President Gogue).

6.2.2 Conflict of Interest: Added link to Conflict of Interest Policy from the Auburn University Policy Database on December 8, 2015. Policy was added to the Policy Database prior to this date but that fact was not communicated to the Provost’s Office at that time.

2.2.1 Standing University Committees: Added Central Unit Allocations Committee, Space Management and Repair and Renovation Committee, and revised the description of the University Budget Advisory Committee consistent with the memo of approval from President Gogue dated December 11, 2015. Also corrected the description for the Master Plan Committee, by adding the Director of Sustainability to the description at the request of the Senate’s administrative assistant.

3.9.1.1 Noncontinuation of Probationary Faculty, 3.9.1.2 Noncontinuation of Nontenure-track Faculty: The addition of section title and clarifying language for reasons of noncontinuation as approved by the Board of Trustees per Academic Affairs Committee Resolution dated April 8, 2016.

3.9.2 Dismissal: Section title changed to *Dismissal of Tenured Faculty* as approved by the Board of Trustees per Academic Affairs Committee Resolution dated April 8, 2016.

3.9.3 Termination Because of Financial Exigency: Addition of clarifying language as approved by the Board of Trustees per Academic Affairs Committee Resolution dated April 8, 2016.
3.9.4 Termination without Financial Exigency: Addition of a parenthetical cross reference to section 2.1.2, article 4, Academic Program Review Committee as approved by the Board of Trustees per Academic Affairs Committee Resolution dated April 8, 2016.

2.2.1 Standing University Committees, Persons with Disabilities: Changed the charge and committee structure based on memo of April 15, 2016 approved by President Gogue.

2.1.2, Article 4: Senate Committees, University Writing: Corrected the membership to change director of the Office of Institutional Research and Assessment to the director of the Office of Academic Assessment.

2.1.2, Article 4: Senate Committees, Core Curriculum and General Education Committee: Corrected the membership to change director of the Office of Institutional Research and Assessment to the director of the Office of Academic Assessment.

2.2.1: Institutional Biosafety Committee: The number of faculty on the Institutional Biosafety Committee is increased from five members to six members per memo of May 12, 2016 approved by President Gogue.

2.1.2, Article 5, Section 7: Amendments: These Articles may be amended by a two-thirds vote of the total membership of the Senate and approval of the President per Auburn University Board of Trustees Resolution dated June 30, 2006.

3.6.5 E. The Department’s and Dean’s Recommendation: Two minor additions to add clarification per Auburn University Board of Trustees Resolution dated June 10, 2016.

3.7.1 Faculty Annual Review, 3.7.2 Third-Year Review: Cluster hires revisions per memo of May 27, 2016 approved by President Gogue.

2.2.1 Standing University Committees, Composition and Charges of Standing University Committees, Graduation Committee: changes to description and membership of the committee per memo of June 14, 2016 approved by President Gogue.

3.5.1.A Definition, Appointment and Promotion in the Lecturer Title Series: Approval of the Policy Authorizing Lecturer/Senior Lecturer Faculty to Teach Graduate Courses and Serve on Graduate Student Committees necessitates a change to the definition per Associate Provost request dated June 22, 2016.

2.2.1 Standing University Committees, Student Conduct Committee: Corrected the name of the Student Discipline Committee to Student Conduct Committee per memo dated July 14, 2016.

4.3.3 Code of Student Conduct: Corrected the name of the Code of Student Discipline to Code of Student Conduct per memo dated July 14, 2016.
2.2.1 Standing University Committees, Traffic Appeals Board: change to membership of the committee per memo of August 4, 2016 approved by President Gogue.

2.2.1 Standing University Committees, Residency Appeals Committee: change to description of the committee and correction in the title of one of the positions per memo of August 23, 2016 approved by President Gogue.

2.1.2, Article 4: Senate Committees, Section 1: Standing Committees of the Senate: Addition of a designee from the Office of Academic Assessment as an ex-officio member of the Teaching Effectiveness Committee per memo of August 25, 2016 approved by President Gogue.

2.2.1 Standing University Committees, Residency Appeals Committee: change to reflect long-term practices and corrections per memo of September 26, 2016 approved by President Gogue.

3.6.5 E. The Department’s and Dean’s Recommendation: Additions to clarify the process for faculty who have been hired into research clusters as part of the strategic hiring initiative per Auburn University Board of Trustees Resolution dated September 16, 2016.

2.2.1 Standing University Committees, Space Management and Repair and Renovation Committee: change to description of the committee and clarification of the charge of the committee per memo of November 14, 2016 approved by President Gogue.

2.2.1 Standing University Committees, University Scholarship Committee: change to membership of the committee to include a member of the Office of Accessibility per memo dated January 17, 2017 approved by President Gogue.

2.1.2 Article 2, Section 3 and Article 4, Section 1: All references to the University Libraries will be changed to “Libraries” for consistency and establish a definition of “academic” schools or colleges for clarification per memo dated February 14, 2017 approved by President Gogue.

2.1.2 Article 3, Section 3: Clarification to the duties of the Chair and Secretary per memo dated February 14, 2017 approved by President Gogue.

2.1.2 Article 4, Senate Committees: Deletion of the requirement for standing Senate Committees’ to have a written statement of operating procedures and clarification to the Rules Committee members per memo dated February 14, 2017 approved by President Gogue.

2.1.2 Article 4, Composition and Charges of Standing Committees: Deletion of the Library Appeals Committee with addition of the Library Committee convening an appeals committee as needed per memo dated February 14, 2017 approved by President Gogue.
2.2.1 Standing University Committees, Intercollegiate Athletics Committee: change to membership of the committee to include a medical professional per memo dated February 22, 2017 approved by President Gogue.

2.2.1 Standing University Committees: removal of the Institutional Review Board for Protection of Human Subjects in Research – Health Sciences IRB and Social and Behavioral Research IRB (IRBs), the Institutional Animal Care and Use Committee (IACUC), and the Institutional Biosafety Committee (IBC) from University Committee designation per memo dated November 10, 2016 approved by President Gogue.

2.1.2 Article 4, Senate Committees: Corrections to address a long-standing practice of the Curriculum Committee and a change in two titles of two membership positions on the Retention Committee per memo dated March 6, 2017 approved by President Gogue.

6.3.1 Auburn University Copyright Policy: Addition of hyperlinks to newly adopted Policy on the Creation of Copyrighted Material and Policy on the Use of Copyrighted Material.

2.2.1 Standing University Committees: removal of the Multicultural Diversity Commission per memo dated May 5, 2017 approved by President Gogue.

2.2.1 Standing University Committees, University Scholarship Committee: Director of University Scholarships appointed as chair of the committee per memo dated July 12, 2017 approved by President Leath.

3.6.5 C.e. Policy and Procedure for Promotion and Tenure, Information on the Candidate, Information to be supplied by the Department Head/Chair: minor change codifies Auburn's standard practice per Auburn University Board of Trustees Resolution dated September 15, 2017.

3.3.4 Academic Ranks and Promotion: change aligns our policy with those of peer institutions, without changing Auburn's policy on defacto tenure or prohibiting faculty members from applying for tenure or promotion prior to their fifth year per Auburn University Board of Trustees Resolution dated September 15, 2017.

3.6.4 Eligibility for Promotion and Tenure: change aligns our policy with those of peer institutions, without changing Auburn's policy on defacto tenure or prohibiting faculty members from applying for tenure or promotion prior to their fifth year per Auburn University Board of Trustees Resolution dated September 15, 2017.

3.10.3 Emeritus Status Policy and Procedures: affords an opportunity for recognition of meritorious performance to valuable members of the Auburn faculty per Auburn University Board of Trustees Resolution dated September 15, 2017.
2.2.1 Standing University Committees, Advisory Committee for a Drug-Free Campus and Workplace: Expand committee roster to include the Director Student Conduct, Student Affairs; Associate Director Campus Safety; and Senior Associate Athletic Director to better execute its charge and better met federal guidelines per memo dated September 26, 2017 approved by President Leath.

2.1.2 Article 4, Senate Committees: Addition of one representative from the University College and one representative from the Honors College to the Curriculum Committee per memo dated September 26, 2017 approved by President Leath.

2.2.1 Standing University Committees, International Student Committee: two out-of-date titles were identified and have been corrected to University Registrar and University Registrar designee per committee approval communicated via email from the Associate Provost dated July 23, 2018.

2.2.1 Standing University Committees, University Budget Advisory Committee and the Central Unit Allocations Committee: the title of Executive Vice President (EVP) is not currently used at Auburn University, all references to EVP are replaced with VP for Business & Finance per committee approval communicated via email from the Associate Provost dated August 1, 2018.

2.2.1 Standing University Committees, Executive Facilities Committee: the title of Executive Vice President (EVP) is not currently used at Auburn University, all references to EVP are replaced with Chief Operating Officer per committee approval communicated via email from the Associate Provost dated August 1, 2018.

2.2.1 Standing University Committees, Intercollegiate Athletics Committee: change to reflect personnel and institutional changes at Auburn University per memo dated August 1, 2018 approved by President Leath.

2.2.1 Standing University Committees, Academic Honesty Committee: change to reflect revision made by the SGA to the Academic Honesty Code that effect the committee composition per email dated August 16, 2018, from the Associate Provost.

2.1.2 Article 4, Senate Committees: change in membership of the Faculty Research Committee per memo dated August 30, 2018 approved by President Leath.

2.1.2 Article 4, Senate Committees: change in membership of the Faculty Salaries and Welfare Committee per memo dated September 13, 2018 approved by President Leath.

2.2.1 Standing University Committees, Traffic Appeals Board: change Manager of Parking
Auburn University Faculty Handbook

Services to Director of Transportation Services communicated via email from the Associate Provost dated September 28, 2018.

2.2.1 Standing University Committees: correct titles in university committees’ central unit for the following committees: Insurance and Benefits, Radiological Safety, Student Insurance, Traffic and Parking, Traffic Appeals Boards, and University Safety Committee communicated via email from the Associate Provost dated October 3, 2018.

2.2.1 Standing University Committees, Graduation Committee: change to add more members to ensure that sufficient personnel are available to properly support graduation events per memo dated September 4, 2018 approved by President Leath.

2.2.1 Standing University Committees, Traffic and Parking Committee and Traffic Appeals Board: change to bring revisions into line with recent revisions communicated via email from the Associate Provost dated October 15, 2018.

2.2.1 Standing University Committees, University Professorships Committee: merge the Alumni Professorships Committee and the Distinguished University Professors Committee to create the University Professorship Committee to lessen the overall number of faculty involved in university committee service per memo approved by President Leath on November 15, 2018.

2.2.1 Standing University Committees, Admission Appeals Committee, International Student Committee & Residency Appeals Committee: elimination of the above committees to lessen the overall number of faculty involved in university committee service per memo approved by President Leath on November 15, 2018.

2.2.1 Standing University Committees, Design Review Committee and the Master Plan Committee: reduce the number of faculty required for these committees to lessen the overall number of faculty involved in university committee service per memo approved by President Leath on November 15, 2018.

3.5.1 Section I. Guidelines for Establishing and Filling Positions in the Lecturer Title Series: changes to allow certain NTTF positions to have multiyear contracts per memo approved by President Leath on December 4, 2018.

3.5.2 Section J. Guidelines for Establishing and Filling Positions in the Lecturer Title Series: changes to allow certain NTTF positions to have multiyear contracts per memo approved by President Leath on December 4, 2018.

3.5.3 Section J. Guidelines for Establishing and Filling Positions in the Lecturer Title Series: changes to allow certain NTTF positions to have multiyear contracts per memo approved by President Leath on December 4, 2018.
3.5.7 Guidelines for Establishing and Filling Positions in the Professor of Practice Title Series: added per request of Associate Provost and approved by President Leath on April 11, 2019.

3.5.8 Guidelines for Establishing and Filling Positions in the Extension Title Series: added per memo approved by interim President Gogue on July 12, 2019.

2.2.1 Standing University Committees, University Scholarship Committee: change to the committee member composition, change committee purpose to reviewing scholarship appeals for four-year institutionally funded merit scholarships from making scholarship recommendations to the President, and change title of committee to University Scholarship Appeals Committee per memo approved by Executive Vice President, Lt. Gen. (Ret.) Burgess on August 15, 2019.

2.2.1 Standing University Committees, Faculty Dismissal Hearing Committee: change to reflect the recommendation that all members of the Faculty Dismissal Hearing Committee be required to hold the rank of Professor per memo approved by interim president, Dr. Gogue on September 4, 2019.

2.2.1 Standing University Committees, Executive Facilities Committee: The original charge of this committee has been replaced by other processes, committee is disbanded/removed per memo approved by interim president, Dr. Gogue on September 4, 2019.

2.2.1 Standing University Committees, Campus Health and Wellness Committee: Change to a representative from Student Counseling and Psychological Services from Coordinator for Student Counseling Services per email from the Associate Provost dated September 6, 2019.

3.5.8 Guidelines for Establishing and Filling Positions in the Extension Title Series: Correction to proposed titles per email from the Associate Provost dated September 6, 2019.