

EXECUTIVE SUMMARY

Item Name: Proposed Revision to ABOR Policy 6-201 to add a Definition of “Volunteer Faculty Members” (First Reading)

☐ Action Item ☒ Discussion Item ☐ Information Item

Issue: The Board is asked to review revisions to ABOR Policy 6-201 to add a definition of “Volunteer Faculty Members” as a new paragraph 23.

Discussion:

- ABOR policy currently defines “Faculty Member” as an *employee* of the Board whose Notice of Appointment is as lecturer, senior lecturer, principal lecturer, instructor, assistant professor, associate professor, professor, professor practice, research professor, clinical professor or Regents Professor or whose Notice of Appointment otherwise expressly designates a faculty position. Graduate students who serve as teaching or research assistants, associates or otherwise, are academic appointees as well as graduate students but are not faculty members. (Emphasis added.)
- The revision will acknowledge officially the significant contributions volunteers have provided to the Universities in the past and that they will continue to provide in the future, by permitting the Universities to confer faculty titles on these individuals, even though they are not employed by the Board.
- The revision makes clear that these volunteers will enjoy no other accoutrements of faculty status, including employment, expectation of future employment, tenure or tenure-eligibility, due process if a University wishes to terminate their title, compensation, sabbaticals, other benefits, or participation in faculty governance except to the extent permitted by the bylaws of a particular college.
- Volunteer faculty may be eligible for a change in their title reflecting greater contributions they make to a University in accordance with University or college policies.
- Volunteer faculty who are also University affiliates would continue to be eligible for email accounts, library privileges, bookstore and event ticket discounts, and the option to purchase a CatCard at the UA, parking pass and campus recreation membership during the period in which they are in active status, and when provided by written agreement between the University and the affiliate organization, affiliates and their spouse and dependent children may be eligible

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for inclusion in the Qualified Tuition Reduction Program, but no other University or state-sponsored employee medical, retirement or insurance plans will apply to this affiliate status.

- The new language will read: “23. ‘Volunteer Faculty Members.’ Those individuals who voluntarily provide substantial and significant services to a University as preceptors, teachers or researchers on whom a University wishes to confer a faculty title to reflect the contributions these individuals make. Volunteer faculty are not employees of the Board of Regents or a University, will have no expectation of future employment with the Board of Regents or a University, will not be entitled to any of the rights afforded other faculty members under either this chapter or relevant faculty handbooks applicable to University faculty members, will not be considered members of a University’s general faculty, and will receive no compensation for their services, nor be part of the faculty governance system except to the extent permitted by the bylaws of a particular college. Volunteer faculty may be eligible for a change in their title reflecting greater contributions they make to the University in accordance with University or college policies, but are not tenure-eligible or eligible for any other tenure-eligible or tenured faculty benefits such as sabbaticals. A volunteer faculty member’s title may be withdrawn at any time by the president or his/her designee in his/her sole discretion without cause, notice or due process. Each University will provide its volunteer faculty documentation that contains the conditions of their volunteer service, including any amenities to which they may be entitled.”

Recommendation to the Board:

The Board is asked to review on First Reading the revisions to ABOR Policy 6-201 to add a new paragraph 23: “Volunteer Faculty Members” to permit Universities to confer faculty titles on volunteers who provide significant service to the Universities.

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23. "Volunteer Faculty Members." Those individuals who voluntarily provide substantial and significant services to a University as preceptors, teachers or researchers on whom a University wishes to confer a faculty title to reflect the contributions these individuals make. Volunteer faculty are not employees of the Board of Regents or a University, will have no expectation of future employment with the Board of Regents or a University, will not be entitled to any of the rights afforded other faculty members under either this chapter or relevant faculty handbooks applicable to University faculty members, will not be considered members of a University's general faculty, and will receive no compensation for their services, nor be part of the faculty governance system except to the extent permitted by the bylaws of a particular college. Volunteer faculty may be eligible for a change in their title reflecting greater contributions they make to the University in accordance with University or college policies, but are not tenure-eligible or eligible for any other tenure-eligible or tenured faculty benefits such as sabbaticals. A volunteer faculty member's title may be withdrawn at any time by the president or his/her designee in his/her sole discretion without cause, notice or due process. Each University will provide its volunteer faculty documentation that contains the conditions of their volunteer service, including any amenities to which they may be entitled.

Agenda item #7

ABOR 6-201: As proposed:

23. "VOLUNTEER FACULTY MEMBERS." THOSE INDIVIDUALS WHO VOLUNTARILY PROVIDE SUBSTANTIAL AND SIGNIFICANT SERVICES TO A UNIVERSITY AS PRECEPTORS, TEACHERS OR RESEARCHERS ON WHOM A UNIVERSITY WISHES TO CONFER A FACULTY TITLE TO REFLECT THE CONTRIBUTIONS THESE INDIVIDUALS MAKE. VOLUNTEER FACULTY ARE NOT EMPLOYEES OF THE BOARD OF REGENTS OR A UNIVERSITY, WILL HAVE NO EXPECTATION OF FUTURE EMPLOYMENT WITH THE BOARD OF REGENTS OR A UNIVERSITY, WILL NOT BE ENTITLED TO ANY OF THE RIGHTS AFFORDED OTHER FACULTY MEMBERS UNDER EITHER THIS CHAPTER OR RELEVANT FACULTY HANDBOOKS APPLICABLE TO UNIVERSITY FACULTY MEMBERS, WILL NOT BE CONSIDERED MEMBERS OF A UNIVERSITY'S GENERAL FACULTY, AND WILL RECEIVE NO COMPENSATION FOR THEIR SERVICES, NOR BE PART OF THE FACULTY GOVERNANCE SYSTEM EXCEPT TO THE EXTENT PERMITTED BY THE BYLAWS OF A PARTICULAR COLLEGE. VOLUNTEER FACULTY MAY BE ELIGIBLE FOR A CHANGE IN THEIR TITLE REFLECTING GREATER CONTRIBUTIONS THEY MAKE TO THE UNIVERSITY IN ACCORDANCE WITH UNIVERSITY OR COLLEGE POLICIES, BUT ARE NOT TENURE-ELIGIBLE OR ELIGIBLE FOR ANY OTHER TENURE-ELIGIBLE OR TENURED FACULTY BENEFITS SUCH AS SABBATICALS. A VOLUNTEER FACULTY MEMBER'S TITLE MAY BE WITHDRAWN AT ANY TIME BY THE PRESIDENT OR HIS/HER DESIGNEE IN HIS/HER SOLE DISCRETION WITHOUT CAUSE, NOTICE OR DUE PROCESS. EACH UNIVERSITY WILL PROVIDE ITS VOLUNTEER FACULTY DOCUMENTATION THAT CONTAINS THE CONDITIONS OF THEIR VOLUNTEER SERVICE, INCLUDING ANY AMENITIES TO WHICH THEY MAY BE ENTITLED.

ABOR 6-201 Suggested Changes:

23. "VOLUNTEER FACULTY MEMBERS." THOSE INDIVIDUALS WHO VOLUNTARILY PROVIDE SUBSTANTIAL AND SIGNIFICANT SERVICES TO A UNIVERSITY AS PRECEPTORS, TEACHERS OR RESEARCHERS ON WHOM A UNIVERSITY WISHES TO CONFER A FACULTY TITLE (THROUGH AN APPROVAL PROCESS ESTABLISHED BY THE COLLEGE OR UNIVERSITY) TO REFLECT THE CONTRIBUTIONS THESE INDIVIDUALS MAKE. VOLUNTEER FACULTY ARE NOT EMPLOYEES OF THE BOARD OF REGENTS OR A UNIVERSITY, WILL HAVE NO EXPECTATION OF FUTURE EMPLOYMENT WITH THE BOARD OF REGENTS OR A UNIVERSITY, WILL NOT BE ENTITLED TO ANY OF THE RIGHTS AFFORDED OTHER FACULTY MEMBERS UNDER EITHER THIS CHAPTER OR RELEVANT FACULTY HANDBOOKS APPLICABLE TO UNIVERSITY FACULTY MEMBERS, WILL NOT BE CONSIDERED MEMBERS OF A UNIVERSITY'S GENERAL FACULTY, AND WILL RECEIVE NO COMPENSATION FOR THEIR SERVICES, NOR BE PART OF THE FACULTY GOVERNANCE SYSTEM EXCEPT TO THE EXTENT PERMITTED BY THE BYLAWS OF A PARTICULAR COLLEGE. VOLUNTEER FACULTY MAY BE ELIGIBLE FOR A CHANGE IN THEIR TITLE REFLECTING GREATER CONTRIBUTIONS THEY MAKE TO THE UNIVERSITY IN ACCORDANCE WITH UNIVERSITY OR COLLEGE POLICIES, BUT ARE NOT TENURE-ELIGIBLE OR ELIGIBLE FOR ANY OTHER TENURE-ELIGIBLE OR TENURED FACULTY BENEFITS SUCH AS SABBATICALS. A VOLUNTEER FACULTY MEMBER'S TITLE MAY BE WITHDRAWN AT ANY TIME BY THE PRESIDENT OR HIS/HER DESIGNEE IN HIS/HER SOLE DISCRETION WITHOUT CAUSE, NOTICE OR DUE PROCESS. EACH UNIVERSITY WILL DETERMINE WHAT, IF ANY NON-SALARY, NON-COMPENSATION AMENITIES WILL ACCRUE TO ITS VOLUNTEER FACULTY AND PROVIDE THEM DOCUMENTATION THAT CONTAINS THE CONDITIONS OF THEIR VOLUNTEER SERVICE, INCLUDING ANY AMENITIES TO WHICH THEY MAY BE ENTITLED.

Undergraduate Education

Wanda Howell
Chair of the Faculty

From the Retention and Advancement Task Force 2008

Concerns to be Addressed

How to:

- accommodate increased student numbers;
- accommodate range in student preparedness
- ensure that all students get a chance at “higher” (as opposed to “tertiary”) education;
- enable high AI students to advance rapidly;
- involve minorities; special local needs of Hispanic and Native American students;
- provide State/employers with the graduates that are needed;
- pay for it all; changes should be net revenue positive.

STFRA Recommendations

- Endorses the general philosophy of the C11-WP of offering a range of degree programs that match the range of incoming students' interests and goals;
- Specifically suggests three degree types, namely Regular, Multidisciplinary and Honors;
- Recommends that UA adopt strategies to increase the fraction of incoming freshman with academic indices (AI) > 150 (SAT > 1060).
- Suggests that the on-campus enrollment should be increased by 10-20 percent.
- Recommends a substantial increase in off-campus enrollment and more effective coordination of these efforts;

Multiple Degree Paths

- **Regular Degrees**

- Same as current. Less range in student capability/ motivation
- Regular Degrees with Honors (as opposed to Honors Degrees)
- Off-campus options
- Interdisciplinary program (as opposed to Multi-disciplinary)

- **Multidisciplinary Degrees**

- Multiple subjects each to level less than regular degree.
- Off-campus options.
- Intended for the non-specialist.

- **Honors Degrees**

- Oriented to recruiting and retaining high AI students.
- Designed for the academic specialist
- Modified version of current Honors program.

Off-campus Learning

- **“Academic Outreach”**
 - Provide Multidisciplinary and (market) selected specialist degree opportunities.
 - Improve coordination; through University/ Outreach College.
 - Set goal for expansion (x 2?)
 - Promote pre-college programs.
- **Logistics**
 - Extend Branch Centers (not branch campuses)
 - Cooperate closely with Community Colleges
 - Expand “Electronic Learning” opportunities.

STFRA Recommendations (cont.)

- Urges clarification of responsibilities and overall improvement of coordination within the academic program.
- Believes improvements could be achieved in the overall teaching program by implementing a number of reforms/enhancements including :
 - establishment of a “Master Teachers” rank within the faculty;
 - review relative use of GTAs and Instructors;
 - change/stabilize the employment conditions for Instructors;
 - implement a “Teaching Cost Recovery” incentive plan
- Suggests that the UA adopt a more flexible and supportive approach to its students, especially to those that must work in order to finance their education.