Academic Policy  1435.50

Faculty Ranks and Titles and Research Assistant and Research Associate Positions

This policy provides descriptions and guidance for the use of various academic title modifiers. This policy is subject to all applicable policies of the Board of Trustees of the University of Arkansas, the University of Arkansas System, and of this campus, including, but not limited to, Board of Trustees Policy 405.1 and Board of Trustees Policy 470.1 and Academic Policy Series 1405.11 and 1405.12.

Ranks/Titles in Use for the University of Arkansas

**Faculty** are employees who hold academic rank of lecturer, master lecturer, instructor, advanced instructor, senior instructor, assistant professor, associate professor, professor, professor of practice, distinguished professor, University professor, or one of the above titles modified by clinical, teaching, research, professor of practice, adjunct, visiting, or executive in residence, e.g., clinical professor, teaching assistant professor. (Board Policy 405.1)

**Administrators** are employees who hold the title assistant director, associate director, director, assistant dean, associate dean, dean, assistant vice provost, associate vice provost, vice provost, provost, assistant vice chancellor, associate vice chancellor, vice chancellor, assistant chancellor, associate chancellor, chancellor or one of these titles modified by the term “executive.” Some administrators also hold faculty rank. (Staff Handbook)

**Faculty Titles used at the UA**

Lecturer

Instructor

Assistant Professor

Associate Professor

Professor

University Professor

Distinguished Professor

**Description of Faculty Titles**

**Lecturer** positions are for full or part-time teaching faculty whose appointments are renewed on a semester-by-semester, or rarely, an academic year basis. Lecturers should hold an appropriate graduate degree, such as a master’s degree to teach core courses. The teaching load must be commensurate with the percentage of appointment. No promotional path exists, and no academic modifiers may be applied.

**Instructor** positions are full or part-time teaching faculty whose appointment is a typically for an academic year. Instructors should hold an appropriate graduate degree, such as a master’s degree to teach core courses. The teaching load and any academically-related service responsibilities must be commensurate with the percentage of appointment. No promotional path exists. However, the following working titles (Instructor, Advanced Instructor, and Senior Instructor) may be used to distinguish different levels of performance and service for the Instructor position.

**Assistant Professor, Associate Professor, and Professor** positions are either tenure-track or non-tenure-track. A terminal degree is required for all professorial titles or an individual qualified based on experience. An appointment in any of these ranks cannot begin until the terminal degree defense is complete and a transcript has been retained in the department or college, or the final approval from the Provost has been received as outlined in the campus process to Qualify Faculty Based on Experience.

**University Professor** and **Distinguished Professor** are ranks reserved for only a few and the very best faculty in recognition of sustained excellence in the performance of their duties, pursuant to Board of Trustees Policy 470.1, and as further provided for in Academic Policy 1405.13.

The rank of **University Professor** is conferred only upon active faculty in recognition of an extended period of exemplary service in a spirit of collegiality at the faculty member’s campus and a combination of service in their profession and to the public through their professional activities.

Appointments to this rank shall be made only when the faculty member has demonstrated an extended period of documented exemplary service to the campus and has gained wide recognition at the national or international level for sustained excellence in service, teaching, research or creative activity germane to the faculty member’s respective discipline and academic role while serving as a member of the faculty of the campus.

The rank of **University Professor** is limited to active tenured faculty who hold the rank of Professor, or incoming faculty who will be awarded tenure and who hold credentials of similar merit from another university or other venues.

The rank of **Distinguished Professor** is to be reserved for those individuals who are recognized nationally and internationally as intellectual leaders in their academic disciplines for extraordinary accomplishments in teaching, published works, research, creative accomplishments in the performing arts or other endeavors, and who have gained such recognition for distinction at this or another university prior to appointment as distinguished professors.

Appointments to this rank shall be made only when clear indication exists that individuals so appointed will provide exemplary academic and intellectual leadership and continue their professional activities in such a way as to maintain national and international recognition and a commensurate level of accomplishment.

The rank of **Distinguished Professor** is limited to active tenured faculty who hold the rank of **Professor** or **University Professor**, or incoming faculty who will be awarded tenure and who hold credentials of similar merit from another university or other venues.

**Guidelines for Use of Academic Modifiers**

**I. Adjunct**

All adjuncts are unpaid and not appointed as employees. This modifier should not be used in BASIS. Adjunct appointments are governed by Academic Policy Series 1405.19.

**II. Clinical**

1. The primary focus of such faculty appointmens is for instruction of practical skills for professional students and related administrative service. Delivery of instruction may take place in the classroom or other settings appropriate to the discipline.
2. The faculty member must be practicing in a clinic or client-based environment, such as in Law, Nursing, Social Work, or Psychology.
3. Subject to all other University policies, such appointments may be eligible for renewal and promotion, with the possibility of a multi-year appointment.
4. Faculty holding this modifier are not eligible for the granting of tenure.
5. Candidates must hold an appropriate terminal degree or be qualified based on experience.
6. The Clinical modifier may be applied to ranks of Instructor, Assistant Professor, Associate Professor, and Professor only.
7. A hiring search is required for a full-time appointment of one year or more.

**III. Teaching**

1. The primary focus of such faculty appointments is for teaching and academic related service and/or administration.
2. Subject to all other University policies, such appointments may be eligible for renewal and promotion, with the possibility of a multi-year appointment.
3. Faculty holding this modifier are not eligible for the granting of tenure.
4. A teaching faculty member may have no more than 25% appointment for research.
5. Candidates must hold an appropriate terminal degree or be qualified based on experience.
6. The Teaching modifier may be applied to ranks of Assistant Professor, Associate Professor, and Professor only.
7. A hiring search is required for a full-time appointment of one year or more.

**IV. Research**

1. The primary focus of such faculty appointments is for research and research related service and/or administration.
2. Subject to all other University policies, such appointments may be eligible for renewal and promotion, with the possibility of a multi-year appointment.
3. Faculty holding this modifier are not eligible for the granting of tenure.
4. Research faculty may teach no more than one course per semester.
5. Candidates must hold an appropriate terminal degree or be qualified based on experience.
6. The Research modifier may be applied to ranks of Assistant Professor, Associate Professor, and Professor only.
7. A hiring search is required for a full-time appointment of one year or more.

**V. Professor of Practice**

1. The primary focus of such faculty appointments is for teaching and academic related service and/or administration.
2. Subject to all other University policies, such appointments may be eligible for renewal and promotion, with the possibility of a multi-year appointment.
3. Faculty holding this modifier are not eligible for the granting of tenure.
4. Faculty holding this modifier may have no more than 25% appointment for research.
5. Candidates must hold an appropriate terminal degree or be qualified based on significant professional experience.
6. The Professor of Practice can be modified by assistant or associate.
7. A hiring search is required for an appointment of more than one year.

**VI. Visiting**

1. Visiting faculty are generally those individuals on leave from a full-time position (e.g., from another university, corporation, or agency) or recent graduates with the appropriate terminal degree.
2. Subject to all other University policies, such appointments are on an academic year basis and may be eligible for renewal for a maximum of 3 years.
3. Faculty holding this modifier are not eligible for the granting of tenure.
4. Candidates must hold an appropriate terminal degree or be qualified based on experience.
5. Appointment agreements and corresponding salary distributions must reflect the distribution of effort.
6. The Visiting modifier may be applied to ranks of Assistant Professor, Associate Professor, and Professor only.
7. A hiring search is required for a full-time appointment of more than one year.

**VII. Executive in Residence**

1. This modifier is used for paid individuals with significant professional experience who are not qualified for professorial rank but bring particular professional expertise to an academic program.
2. Subject to all other University policies, such appointments are on an annual basis and may be eligible for renewal.
3. Faculty holding this modifier are not eligible for the granting of tenure.

**VIII. Emeritus**

1. Emeritus is used for retired individuals. Board of Trustees approval required.

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