UNIVERSITY OF MARYLAND
UNIVERSITY SENATE

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November 18, 2013

Mr. Vincent Novara
Chair, University Senate
1517B Clarice Smith Performing Arts Center
College Park, MD 20742-7011

Dear Mr. Novara,

I am writing today on behalf of the Senate Faculty Affairs Committee (FAC) in regards to three linked charges currently pending before the committee. The charges are:

- Clarification of University APT Policy Regarding Emeritus Status for Research Faculty (Senate Document #12-13-42)
- Consideration of an Overall Title for Non-Tenure-Track Faculty (Senate Document #12-13-56)
- Review of Faculty Salary Inequities (Senate Document #12-13-50)

The FAC was charged by the Senate Executive Committee (SEC) with these reviews in the spring of 2013, and the deadline for each charge is December 15, 2013. I am writing to respectfully request an extension for the committee's reviews of these topics.

The FAC began its review of emeritus status in March 2013. It discovered two sets of issues at play: whether emeritus status ought to be bestowed as an honor for excellence at the end of a career or to all eligible retired faculty automatically, and how academic title factors in to decisions related to emeritus status. The committee spoke with a member of the Emeriti Council and reviewed peer institution policies. After deliberation, the committee voted to affirm that emeritus status ought to be based upon significant accomplishment of the candidate, instead of being granted automatically to all retiring faculty. As it considered the question of which research faculty titles could be eligible for emeritus status, the committee worried that the decision to award emeritus status to diverse research faculty was connected to a second charge, on developing systematic nomenclature for non-tenure track (NTT) faculty which might include new ranks meriting emeritus status. In September 2013, in order to provide more context for its deliberation, the committee decided to postpone further consideration of the emeritus charge until it was able to have a better understanding of research faculty titles and what a revised framework for NTT titles might entail.

The Faculty Affairs Committee began discussing non-tenure track faculty issues in relation to its companion charge on the framework of NTT titles (Senate Document #12-13-55). It met with Mark Arnold, Director of Faculty Initiatives in the Office of Faculty Affairs, to understand the current structure and concerns related to NTT faculty titles and appointments. The committee reviewed the work of the NTT Task Force and began discussing a proposal on how to structure a framework for NTT faculty appointments. The committee has agreed to move forward creating a structure with three levels for each title, which either mirror the professorial titles (assistant, associate, full) or the extension series titles (agent, senior agent, principle agent). The committee created subgroups to examine the policy descriptions and other details related to specific title series; these groups are drafting proposed language for the committee. The committee has made progress in reviewing these titles and will need to continue its review in the remainder of the semester.

The review of an overall NTT title hinges on the review of the larger framework, as does the decision of which of these titles should qualify a faculty member for emeritus status. Because of the complexity and

detail involved in the NTT faculty titles review, the FAC has not been able to begin discussing the broader question of what overall name for NTT faculty would more appropriately reflect their contributions to the University. The committee would appreciate more time to review language used at other institutions and appropriately consider all alternatives.

In addition to these charges, the Faculty Affairs Committee was also charged to review faculty salary inequities, after it returned a report on faculty salary step systems in March of 2013. In that report, the FAC did not recommend the adoption of a step system but noted that salary disparities at UMD do need to be addressed. After discussion of the committee's report, the FAC was charged with reviewing the specific salary concerns at the University of Maryland, and with considering how to best address salary inequities. Because of the other charges under consideration by the committee at the moment, the committee as a whole has not been able to deliberate on this charge as of yet. However, I have begun to gather information needed to address the charge, in the form of data on faculty salaries at UMD. The committee will have this material available to it once it is prepared to devote its attention to this charge in the spring of 2014.

The Faculty Affairs Committee respectfully requests an extension on each of these three charges until March 31, 2014. The FAC is committed to reporting to the SEC on each of these charges in the spring semester, and hopes to be able to do so prior to the end of March, but the committee would appreciate the flexibility in its timeline if needed. In order to be able to fulfill its commitments, the FAC will likely follow the same practice it followed in the fall, holding extra and longer meetings early in 2014 to expedite its reviews. Thank you for your consideration of this request.

Sincerely,

Ellin K. Scholnick
Chair, Senate Faculty Affairs Committee

Enclosure(s): Charges from SEC

- Clarification of University APT Policy Regarding Emeritus Status for Research Faculty (March 26, 2013)
- Consideration of an Overall Title for Non-Tenure-Track Faculty (May 6, 2013)
- Review of Faculty Salary Inequities (March 26, 2013)

University Senate
CHARGE

Date:	March 26, 2013
To:	Ellin Scholnick Chair, Faculty Affairs Committee
From:	Martha Nell Smith Chair, University Senate
Subject:	Clarification of University APT Policy Regarding Emeritus Status for Research Faculty
Senate Document #:	12-13-42
Deadline:	December 15, 2013

The Senate Executive Committee (SEC) requests that the Faculty Affairs Committee (FAC) review the attached proposal entitled, "Clarification of University APT Policy Regarding Emeritus Status for Research Faculty," and make recommendations on whether changes to existing policy are appropriate.

Specifically, we ask that you:

1. Review the University of Maryland Policy on Appointment, Promotion, and Tenure of Faculty (II-1.00(A)).
2. Consult with the proposer about his specific concerns.
3. Consult with a representative from the University's Office of Faculty Affairs.
4. Consult with representatives from the emeritus faculty population.
5. Consider what emeritus status should mean at our university.
6. Consider whether associate professors should be considered for emeritus status.
7. Review emeritus status specifications at our peer universities, especially those in the Big Ten.
8. Consult with the University's Office of Legal Affairs.
9. If appropriate, recommend whether the current policy should be revised.

We ask that you submit a report to the Senate Office no later than December 15, 2013. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.

Attachment

MNS/rm

University Senate
PROPOSAL FORM

Name:	Devin Hayes Ellis
Date:	February 11, 2013
Title of Proposal:	Clarification of University APT Policy Regarding Emeritus Status for Research Faculty
Phone Number:	301.405.5313
Email Address:	ellisd@umd.edu
Campus Address:	1117 J Chincoteague Hall
Unit/Department/College:	CIDCM/GVPT/BSOS
Constituency (faculty, staff, undergraduate, graduate):	Research Faculty
Description of issue/concern/policy in question:	The provision of the current UNIVERSITY OF MARYLAND POLICY ON APPOINTMENT, PROMOTION, AND TENURE OF FACULTY regarding eligibility for emeritus status [II-1.00(A).IV.G.1] states the following: "Associate Professors, Professors, Distinguished University Professors, Research Associate Professors, Research Professors, Senior Agents, Principal Agents, Librarians III, and Librarians IV who have been members of the faculty of the University of Maryland at College Park for ten or more years, and who give to their chair or dean proper written notice of their intention to retire, are eligible for nomination to emerita/emeritus status (see I.E.7 Emerita, Emeritus). Only in exceptional circumstances may Professors with fewer than ten years of service to the institution be recommended for emerita/emeritus status." However, in the same policy, Sections 1.B.4 and 1.B.5, the academic rank *Research Associate Professor* is grouped together with those of *Associate Research Scientist*, *Associate Research Scholar*, and *Associate Research Engineer*; and the rank *Research Professor* is likewise grouped with the ranks *Senior Research Scientist, Senior Research* Scholar, and *Senior Research Engineer*. The descriptive language for each category states: "These ranks are generally equivalent to associate professor," and "These ranks are generally equivalent to professor." The ranks as grouped and defined are consistent with the definitions in University System of Maryland Policy II-1.00 on Appointment, Promotion and Tenure of Faculty.

	In practice different units across the University of Maryland, College Park, use these titles interchangeably depending on disciplinary norms, long-held practice, and other considerations. Nevertheless, from the standpoint of university policy, the ranks within these categories are nowhere distinguished from one another for any administrative, appointment or personnel purposes. The absence of a listing of these titles in University Policy II-1.00(A).IV.G.1 could be construed by APT committees and administrators at the unit level as creating a distinction between the eligibility of people holding other titles in the same rank category for emeritus status which it is not clear was intended and which is not supported by any other stated University or university System policies.
Description of action/changes you would like to see implemented and why:	The relevant paragraph [IV.G.1] of University of Maryland Policy II-1.00(A) should be amended to either: a) Include a listing of all equivalent titles in the same rank categories as *Research Associate Professor* and *Research Professor*; or b) Include language which clearly indicates that faculty members holding any other titles which are in the same rank category as listed titles are also eligible for emeritus status Amending the policy to this effect would clarify the policy and remove a possible obstacle to the eligibility of certain research faculty for emeritus status which is neither intended nor appropriate.
Suggestions for how your proposal could be put into practice:	The Senate Executive Committee should refer this proposal to the Senate Faculty Affairs Committee and charge them with examining the matter as to the intent of university policy, and clarifying it according to the proposal.
Additional Information:	

University Senate
CHARGE

Date:	May 6, 2013
To:	Ellin Scholnick Chair, Faculty Affairs Committee
From:	Martha Nell Smith Chair, University Senate
Subject:	Consideration of an Overall Title for Non-Tenure-Track Faculty
Senate Document #:	12-13-56
Deadline:	December 15, 2013

The Senate Executive Committee (SEC) requests that the Faculty Affairs Committee (FAC) review the roles of Non-Tenure-Track (NTT) Faculty at the University and make recommendations on whether changes to existing policy are appropriate.

Specifically, we ask that you:

1. Review the Non-Tenure-Track Faculty Policies & Procedures Report (Senate Doc. No. 12-13-41).
2. Review the University of Maryland Policy on Appointment, Promotion, and Tenure (APT) of Faculty (II-1.00(A)) as it pertains to NTT faculty.
3. Develop an overall title for NTT faculty that more accurately reflects their contribution as a group to the institution.
4. Review the titles used for NTT faculty at our peer universities.
5. Consult with a representative from the University's Office of Faculty Affairs on each of these initiatives.
6. Consult with the University's Office of Legal Affairs on each of these initiatives.
7. If appropriate, recommend whether the current APT policy should be revised.

We ask that you submit a report to the Senate Office no later than December 15, 2013. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.

Attachment

MNS/rm

University Senate
CHARGE

Date:	March 26, 2013
To:	Ellin Scholnick Chair, Faculty Affairs Committee
From:	Martha Nell Smith Chair, University Senate
Subject:	Review of Faculty Salary Inequities
Senate Document #:	12-13-50
Deadline:	December 15, 2013

The Senate Executive Committee (SEC) requests that the Faculty Affairs Committee conduct a broad review of faculty salaries at our University.

Specifically, we ask that you:

1. Review existing salary-related policies for faculty at our University.
2. Consider how salary inequities among faculty with comparable records and compression resulting from market-driven inequitable compensation should be addressed.
3. Review the overall principles of distribution of raises devoted to merit, retention, promotion, and salary inequities.
4. Consider whether post-tenure review should be reconsidered. If so, consider ways in which it can be used to detect and reduce inequities in salary.
5. Consult with the University's Office of Faculty Affairs regarding merit distribution.
6. If policy changes are recommended, consult with the University's Office of Legal Affairs
7. If appropriate, recommend whether existing policies should be revised.

We ask that the committee's final recommendations be submitted by December 15, 2013. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.