

University of St. Thomas Policies

DEFINITION OF FACULTY

Policy Number: F.01.01

Scope: All contracted University faculty

Purpose: To define campus employees who are contractually designated as faculty

POLICY

The faculty are persons employed by the University with accountability and responsibility, in collaboration with their University colleagues, for aspects of the University's academic programs. Faculty, informed by the UST mission and character, contribute to forming the curriculum, subject matter, methods of instruction, faculty status, and those aspects of student life related to the academic process. They are responsible to conduct research, engage in scholarship and creative works, and provide service to fulfill academic aspects of the University's mission. Faculty assume accountability for these academic activities of the University and each faculty member is evaluated on his/her specific responsibilities as described in policy and by written contract. There are various types of faculty that may include:

1. Tenure
2. Tenure-track faculty
3. Term faculty
4. Religious faculty
5. Adjunct faculty

Each faculty member may individually have different contractual percentage appointments, different ranks, and different provisions for percentage and duration of employment. Those terms may be expressly stated in the respective faculty member's written annual contract. Those terms may be changed as appropriate by agreement during the contract period and will not necessarily remain unchanged in subsequent contracts, if any. Some factors that contribute to changed terms may include, but not be limited to, the needs of the University or the respective faculty member's documented performance, change in rank and/or tenure status, or change in type or duration of faculty appointment.

The rights and responsibilities of each respective faculty member are grounded in their relationship with the University. Faculty accountability is agreed to by signing the annual contract.

Unless explicitly specified otherwise, policies setting out the rights and responsibilities for faculty are applicable to all faculty regardless of type.

The President is the final, executive authority in matters of faculty contracts.

APPROVED: Board of Directors

Date of Original Formation: 09/01/2010

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Effective Date: 06/06/2019