

Chapter 1

Faculty Organization

FACULTY MEMBERSHIP AND RANKS

The University faculty consists of the Chancellor, Provost, and Deans; professors, associate professors, and assistant professors; librarians, associate librarians, and assistant librarians; senior instructors, full-time instructors, and adjunct lecturers; visiting faculty and emeriti professors; and such other persons as the faculty chooses to elect to its ranks.

The responsibilities and roles of full-time faculty necessarily vary by discipline and position, though all full-time faculty members recognize that excellence in education remains the central purpose of our University mission. Academic units generally rely on a combination of tenure-track professors, non-tenure-track instructors, and part-time faculty in staffing courses. To maintain accreditation and consistency with institutional goals, academic units should rely primarily on tenured and tenure-track professors with terminal degrees in their area of teaching emphasis. A number of factors cause reliance on full- and part-time, non-tenure-track faculty, including vital professional experience held by those without a terminal degree, accreditation standards requiring clinical experience, staffing flexibility within the academic unit, and budget constraints.

Tenure-track faculty members consist of the ranks of Assistant Professor, Associate Professor, and Professor, and Assistant Librarian, Associate Librarian, and Librarian. Tenure at USC Upstate matches the conventions practiced at many universities across the country: After a probationary period, tenure-track faculty members may be granted tenure, which recognizes their positive contributions to the University with increased job security and expanded participation in peer review and other responsibilities. Tenure-track faculty members are evaluated according to their contributions in teaching or librarianship, scholarly and creative production, and service.

Full-time, non-tenure-track faculty members are hired at the Instructor or Instructor Librarian rank. Instructors are normally expected to possess a master's degree in their field, and to meet SACSCOC or other accreditation requirements to teach in their area of expertise. Instructor Librarians are expected to possess a master's degree in library science from a program accredited by the American Library Association. Instructors typically maintain a higher teaching load than tenure-track faculty, and they are evaluated during annual review accordingly, with less weight given to scholarly and creative production and service.

After six consecutive years of service, an Instructor or Instructor Librarian meeting the unit criteria for promotion may apply for promotion to the rank of Senior Instructor or Senior Instructor Librarian. Promotion to this rank may include additional duties compensated by a reallocation of some teaching responsibility.

All full-time faculty members with terminal degrees who teach graduate courses at USC Upstate are Graduate Faculty. All faculty members who teach graduate courses and are not full-time faculty or who do not hold a terminal degree are Adjunct Graduate Faculty members. Specific criteria and procedures for selection and evaluation of Graduate Faculty and Adjunct Graduate Faculty are determined by individual academic units and approved by the Provost.

UNIVERSITY LEADERSHIP

Some of the faculty described in the general membership occupy key administrative roles and execute managerial and supervisory functions. These include the Chancellor, Provost, and Deans. In matters of faculty governance, those holding administrative positions shall refrain from voting.

Chancellor

The Chancellor for USC Upstate is the chief administrative officer of the campus. The Chancellor is responsible for the operation and development of the campus and the implementation of applicable University policies. The Chancellor reports to the President of the University of South Carolina.

Provost and Senior Vice Chancellor for Academic Affairs

The Provost and Senior Vice Chancellor¹ is the chief academic officer for the University. The Provost is responsible for curricula planning and development of the total educational program, and for faculty, library and other academic services. The Provost is appointed by the Chancellor (see Chapter 3, *Procedures*) and represents the Chancellor when appropriate.

Academic Deans

Deans are appointed by the Chancellor upon recommendation from the Provost following the prescribed search procedures (see Chapter 3, *Procedures*). The dean is the chief academic administrator of a college. Deans report directly to the Provost. Deans are responsible for the personnel and program administration of the college; they review curricula and programs in the college; they appoint chairs of departments and assign their duties, they supervise the use of funds, space, and equipment, and prepare the budget of the college. Deans are the presiding officer of the faculty of the college. Deans of colleges that are not departmentalized also have the duties and responsibilities of department chairs. Deans consult the faculty of the college on significant matters concerning academic personnel and curricula.

The Deans may also appoint Assistant or Associate Deans to assist the Dean in administering the college. They serve at the pleasure of the Dean.

Dean of Library

The Dean of Library is appointed by the Provost and serves as the chief librarian of the University. The Dean of Library reports to the Provost.

Department/Division Chairs

Department/Division Chairs are appointed following the prescribed procedures (see Chapter 3, *Employment*). The Chair is responsible for implementing University policies as they apply to the affairs of the unit. The Chair is responsible for personnel and program administration within the unit. The Chair consults and seeks the advice of the faculty with respect to educational policy and unit governance. Chairs report to the Dean. When delegated by the Dean, they represent the Dean of their college.

The Chairs may also appoint Assistant Chairs to assist the Chair in administering the department or division. They serve at the pleasure of the Chair.

STATEMENT ON ACADEMIC FREEDOM

USC Upstate adheres in principle to the American Association of University Professors' *1940 Statement of Principles on Academic Freedom and Tenure*.

The purpose of this statement is to promote public understanding and support of academic freedom and tenure and agreement upon procedures to ensure 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 or the institution as a whole. The common good depends upon the free search for truth and its free expression. 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 with it duties correlative with rights.

¹ Hereafter referred to as Provost.

- *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. However, research for pecuniary return should be based upon an understanding with the authorities of the institution.*
- *Teachers are entitled to freedom in the classroom in discussing their subject. However, they should be careful not to introduce into their teaching controversial matters that are not related to their subject.*
- *College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When faculty members speak or write as citizens, they are free from institutional censorship or discipline. They indicate that they are not speaking for the university.*