

Human Resources Policy and Procedure
Number 4.0: Employee Status
Revision ~~10/19/06~~

Purpose

To define the University's work force.

The University's work force consists of faculty and ~~staff and student~~ employees.

Policy

1) Faculty Staff employees are ~~any~~ employees of the University of Kentucky ~~who:except~~

a. hold a tenured faculty appointment in an educational unit within the University; or,

b. —Faculty who hold an academic rank of instructor, lecturer, assistant professor, associate professor, professor or other rank that is equivalent to one of these recognized ranks in the University ~~System~~ and whose primary assignments [i.e., 50% or more ~~more than 50%~~ ~~assignments~~ are in instruction, teaching, research, and/or public service as defined in University Governing Regulations, Part VII.A.2 and University Administrative Regulations, AR II-1.0-1 and AR II-5.0-2;

Note: For the period of time that ~~if~~ a faculty employee as defined above ~~member~~ occupies an administrative assignment at the level of unit administrator (i.e., department chair, school director or division head) or higher, the faculty employee shall not be eligible to serve as an elected faculty representative on university-wide committees and boards, including but not limited to the University Senate and Board of Trustees. ~~position with administrative duties more than 50%, the position is considered a staff position.~~

2) Staff employees are any employees of the University of Kentucky except

a. faculty employees as defined above;

ba. Postdoctoral scholars and postdoctoral fellows as defined in AR II-4.0-1;

cb. Residents and clinical fellows as defined in AR II-7.0-7;

de. Teaching and research assistants as defined in AR II-1.0-7 (teaching and research assistants may have dual status, i.e., that of staff and that of student).