

GR VII

Design Principles

On Faculty Employees

- Faculty employees in the tenure-eligible series comprise the core faculty of the University.
- Faculty employees in the tenure-ineligible series (e.g., Clinical and Research Title Series and Lecturer Series) perform mission-critical activities within the University.

On Educational Units

- An “educational unit” engages in all three areas of educational activity – instruction, research or other creative activities, and service – as its mission.
- Only four types of educational units – departments, schools, graduate centers and colleges without either departments or schools – shall be permitted to serve as the primary appointment unit of faculty employees in any of the tenure-eligible series.
- The core faculty membership in colleges, college sub-units (departments and schools) and graduate centers consists of the educational unit’s regular full-time faculty employees in a tenure-eligible series above the rank of Instructor or Librarian IV.
- The educational unit faculty shall establish rules, procedures and a committee structure concerning educational policy matters over which it has jurisdiction and responsibility.
- Only a faculty employee shall serve as the chief administrative officer of an educational unit.
- There shall exist within the University a sufficient number of University faculty employees, with formal budgeted time allotted to the educational activities of the various educational units (including institutes and multidisciplinary research centers), to ensure that the educational activities of all educational units will be successfully conducted and sustained over time by faculty employees.
- When a faculty employee performs a significant percentage of DOE-assigned educational activity (perhaps twenty percent or more) outside of the individual’s home unit, the evaluation of that effort shall be conducted by the faculty administrator of the unit in which the effort is performed.

Questions Prompted by the Design Principles

Question 1: Who are the core faculty in institutes and multidisciplinary centers? (core meaning, the body of faculty who automatically have the responsibility and voting rights to establish the educational policy of the unit, and who automatically constitute the faculty employees from which the unit administrator must seek advice in making the unit's managerial decisions)

- Any faculty employee who is affiliated with an institute and multidisciplinary research center?
- Any faculty employee who has a DOE assignment in an institute and multidisciplinary research center?
- Any faculty employee who has a primary appointment in an institute and multidisciplinary research center?
- Any faculty employee who has a primary or secondary appointment in an institute and multidisciplinary research center?
- Other?

Question 2: What is the metric for determining whether or not an institute or multidisciplinary research center has "sufficient faculty" to ensure that the unit's educational activity will be successfully conducted or and sustained over time (recognizing that the actual number of the appropriate metric will likely vary from one institute or center depending upon the qualitative and quantitative nature of the educational activities taking place therein)?

- The number of faculty employees who are affiliated with an institute and multidisciplinary research center?
- The number of faculty employees who have DOE assignments in an institute and multidisciplinary research center?
- The number of faculty employee who have primary appointments in an institute and multidisciplinary research center?
- The number of faculty employees in the tenure-eligible series who have secondary appointments in an institute and multidisciplinary research center?
- The number of faculty employees who have primary or secondary appointments in an institute and multidisciplinary research center?
- Other?

Question 3: If there isn't some formal administrative process (e.g., DOE assignment or appointment, or both) to establish a faculty employee's relationship with an institute or multidisciplinary research center, how does the home unit of a faculty employee in the tenure-eligible series provide input into the decision of that faculty employee to contribute "X" amount of time to an institute or multidisciplinary research center?

Question 4: What is/are the niche(s) of institutes and multidisciplinary research centers in the University of Kentucky?

- Is their purpose to be 'department in gestation'?
- Is their purpose to be 'transient units created to snare extramural funds' and which exist only so long as those extramural funds are available?
- Other niche(s)?

Question 5: How does the nature of the niche affect the answer to the previous questions relating to the time assignment, academic appointment, etc. of faculty employees to institutes and multidisciplinary research centers?