

ACADEMIC TITLES

A. Purpose

The purpose of this policy is to describe the academic titles approved for use at The University of Texas Rio Grande Valley (UTRGV). See The University of Texas System Board of Regents' *Rules and Regulations*, Rule 31001, Faculty Appointment and Titles.

B. Persons Affected

This policy applies to faculty appointed at UTRGV.

C. Policy

UT System Board of Regents' *Rules and Regulations* Rule 31001 describes the use of titles that apply to all institutions within The University of Texas System, including tenured titles, non-tenured titles, and honorific titles.

1. *Academic Titles:*

- a. *Tenure Eligible Titles* - Except for the title Regental Professor, and Regents' Research Scholar, the only titles to be used in which the faculty members are tenure eligible are as follows:
 - i. Professor
 - ii. Associate Professor
 - iii. Assistant Professor (Tenure-Track)
- b. *Non-tenured Academic Titles* - The following academic titles may also be used by UTRGV. Tenure may not be awarded to a person appointed to these titles. Academic service with these titles may not be counted toward the satisfaction of any maximum probationary period. Appointments to these titles shall be for a period of time not to exceed one academic year, except in the case of Lecturer, Senior Lecturer, Professor in Practice, a clinical or research position with a title authorized by Subsection D. b viii below when an appointment may be for periods of time not to exceed three academic years. Such appointments shall terminate at the expiration of the stated period of appointment without notification of non-renewal. If UTRGV determines that it is to the benefit of the institution, it may offer reappointment to these titles in accordance with Texas Education Code Section 51.943, Renewal of Faculty Employment Contracts.
 - i. *Lecturer* - This title may be used for individuals who will serve as Teachers and whose teaching experience and qualifications are comparable to those of faculty members in untenured, tenure-track positions. Upon approval by the President, UTRGV may

identify up to three divisions within this rank to be designated Lecturer I, Lecturer II, and Lecturer III.

- iii. *Senior Lecturer* - This title may be used for Teachers who will augment and complement regular teaching faculty and whose teaching experience and qualifications are comparable to those in tenure positions.
- iv. *Clinical Professor, Clinical Associate Professor, Clinical Assistant Professor, Clinical Instructor* - These titles may be used by UTRGV to designate regular part-time or full-time service on the faculty while involved in clinical experiences or applied programs. Appointments to the faculty with a clinical title may be with or without pay and shall be for a period of time not to exceed three academic years. Such appointments shall terminate upon the expiration of the stated period of appointment without notification of nonrenewal. If UTRGV determines that it is to its benefit, it may offer reappointment to a clinical faculty member in accordance with the Texas Education Code Section 51.943.
- v. *Assistant Instructor or Teaching Associate* - These titles may be used interchangeably for:
 - (1.) Certain graduate students teaching on a part-time or full-time basis who are in the last phase of their doctoral programs and who are unconditionally enrolled in graduate study, or
 - (2.) persons who, because of the nature of their duties, such as in a laboratory or in a hospital, do not qualify for one of the usual academic titles and do not hold the academic training or professional distinction usually required for attaining tenure positions.
- vi. *Professor in Practice, Associate Professor in Practice, and Assistant Professor in Practice* - These titles may be used by UTRGV to designate regular part-time or full-time service for faculty involved in a professional experience program. Appointments to the faculty with a Professor in Practice title may be with or without pay and shall be for a period of time not to exceed three academic years. Such appointments shall terminate upon expiration of the stated period of appointment without notification of nonrenewal. If UTRGV determines that it is to the benefit of UTRGV, it may offer reappointment to a faculty member in accordance with the Texas Education Code Section 51.943.
- vii. *Teaching Assistant* - This title usually applies to graduate students who are teachers and who are employed on a part-time basis.
- viii. *Faculty Associate* - This title may be applied to a person assigned to a research or nonteaching center, institute, or other unit or interdisciplinary program of UTRGV.

- ix. *Specialist* - This title may be used for professional individuals who will serve as practitioners in specific areas of instruction, training or supervision. In accordance with UTRGV policy, the title may carry appropriate descriptive prefixes so as to indicate the specific areas of proficiency, such as Practice Teaching Specialist, Physical Activity Specialist, or Social Work Field Training Specialist.

- x. *Patient Care or Research* - Persons appointed to full-time positions for the primary purpose of patient care or other service activities or to full-time or part-time positions for the primary purpose of research activities shall be given one of the following titles, even though the individuals may be assigned teaching responsibilities:
 - a. Professor of _____ (Title of Specialty)
 - b. Associate Professor of _____ (Title of Specialty)
 - c. Assistant Professor of _____ (Title of Specialty)

- xi. Other titles outlined in UT System Board of Regents' *Rules and Regulations*, Rule 31001, Faculty Appointments and Titles:
 - a. *Non-tenure Track Positions* - Prefixes to academic and staff positions in which tenure cannot be acquired:
 - 1. *Visiting Professor, Visiting Associate Professor, and Visiting Assistant Professor* - These titles are used only for temporary appointments of persons either visiting from other institutions where they hold similar ranks or who are brought to UTRGV on a trial basis. Such appointments are limited to two years.
 - 2. *Adjunct Professor, Adjunct Associate Professor, and Adjunct Assistant Professor* - One of these titles may be used when a qualified person from business, industry, government, private practice, or another institution of higher education may be teaching a course or participating in the teaching of a course at UTRGV. Qualifications are to be determined by individual departments and approved by their deans. Appointments to the faculty with an adjunct title may be with or without pay and shall be for a stated period of time not to exceed one academic year. Such appointments shall terminate upon expiration of the stated period of appointment without a requirement for notification of nonrenewal. If UTRGV determines that it is to its benefit, it may offer reappointment to an adjunct faculty member in accordance with the Texas Education Code Section 51.943.
 - 3. *Adjoint Professor, Adjoint Associate Professor, and Adjoint Assistant Professor* - These titles may be used by UTRGV to designate faculty who serve UTRGV

in cooperative or joint programs pursuant to a memorandum of understanding, cooperative research and development agreement, or similar partnership instrument. Persons holding these titles will be employees of and compensated by the partnership organization. They will not be deemed employees of UTRGV. They will, however, have the same obligations, responsibilities, and authority as regular faculty employed directly by UTRGV when performing faculty functions pursuant to the agreement. Appointments will usually be part-time for the purpose of supervising these and dissertations or for the teaching of highly specialized courses. The term of the appointment shall be specified in the agreement with the partner organization.

4. Other positions outlined in UT System Board of Regents' *Rules and Regulations*, Rule 31001.
 - b. *Honorific Titles* - Honorary titles such as Dean Emeritus, Chair Emeritus, Professor Emeritus, and similar designations may be given to a retired faculty member or in anticipation of the retirement of a faculty member, effective upon retirement. The conferring of one of these titles is not automatic upon retirement and may be conferred only upon approval of the President in accordance with approved UTRGV procedures.
 - c. Any person holding a position of Research Scientist, Research Associate, Research Assistant, or (in the health units) other appropriate research titles, will be under the classified personnel system, unless special approval has been granted by the President of UTRGV to designate the individual as an unclassified employee in such a position.

2. *Departure from an Administrative Position:*

Administrative and academic (faculty) titles, duties, and pay rates for individuals who hold both administrative and academic appointments are distinct and severable. Departure or removal from an administrative position does not impair the individual's rights and responsibilities as a faculty member.

D. Procedures

Not Applicable.

E. Definitions

1. *College* – An academic unit organized within the university, which is usually comprised of many departments or provides programs in multiple academic specialties/professional instruction. This academic unit may be referred to as a college or school, and is led by a dean reporting to a designated Executive Vice President (EVP).

2. Department – An academic unit organized within a college, usually devoted to a particular academic discipline. This academic unit may be referred to as a department, school, or center, and the unit’s head (usually a chair or director) reports to the dean of the college.
3. Faculty member – a faculty member is any individual holding an academic title in this policy, with the exception of Assistant Instructors or Teaching Assistants.

F. Related Statutes or Regulations, Rules, Policies, or Standards

The University of Texas System Board of Regents’ *Rules and Regulations*, Rule 31001, Faculty Appointment and Titles

Texas Education Code Section 51.943, Renewal of Faculty Employment Contracts

G. Dates Reviewed or Amended

Amended on July 15, 2019