RECOMMENDATIONS ON “VOTING ISSUES” (5/1/08)
Committee: Tony Calamai (PA, Chair), Jill Ehnenn (ENG), Tim Harris (LRE), Paul Gaskill (HLE, Chair), Hugh Hindman (MGT, NTTF), Robert Lyman (Dean, AS), Randall Outland (SOM), Michael Ramey (CHE), Diane Sides (FLL, NTTF), Alexandra Sterling-Hellendbrand (Chair, FLL), Elizabeth Williams (LIB) and Martha Marking (Chair, TD/Faculty Senate Chair).

(RECOMMENDATIONS FOR CHANGES TO VOTING, COMMITTEE AND OTHER POLICIES RELATED TO FACULTY DECISION-MAKING)

I. Introduction

A university that is committed to shared governance is a university that acknowledges and supports its faculty in the many decision-making processes involved in the complex administrative activities of academic life. Thus, a university committed to faculty governance will regularly review and conscientiously revise policies regarding faculty voting and committee work, and will endorse policies that encourage sound faculty decision making in the areas of curriculum, personnel, policy, resource allocation, and all the other arenas in which faculty input is valued and required. This is especially important as a university significantly changes and grows, striving for increased academic excellence.

This committee was charged with sorting out “university voting issues” and thus with making recommendations for changes to those parts of the Faculty Handbook and Faculty Constitution that address voting and are at this time inconsistent with one another. This charge was given in context of the tremendous changes that Appalachian has experienced in recent years, in context of its goals for improving excellence in its reputation in scholarship and teaching, and in context of changes in the academy, overall. After gathering data on the voting practices at other universities and much discussion, it has become clear that recommending changes regarding voting privileges has implications for some other policy changes as well, especially with regard to titles and personnel actions. Therefore, what follows includes recommendations for changes to voting eligibility, select committee functions and eligibility, and several other policies regarding faculty decision making.

Throughout the recommendation process, the following principles and goals were considered:

• To be consistent with the professional academic standards and best practices of other universities in the UNC system and our peer institutions

• To allow faculty at all levels to express input and to exercise control over their immediate working conditions in a manner commensurate with their expertise and their responsibilities, thereby ensuring that decisions are made by faculty who are both (1) stakeholders and (2) whose qualifications have been demonstrated through appropriate degree work and appropriately rigorous search processes

• To support faculty in making decisions in a manner:
  o that is fair and equitable;
  o that encourages transparency in faculty decision making at all levels,
  o that minimizes occasion for arbitrary practices; and,
  o that minimizes occasion for putting the most vulnerable (untenured and temporary) faculty at risk,
• To develop faculty decision making policies that are consistent, where possible, across colleges and departments while acknowledging that a “one size fits all model” will not work for all of our constituencies.

II. Ranks and Titles

Ranks and titles are often used to determine voting and committee privileges; but some of the rank and titles policies in Appalachian’s handbook are inconsistently applied, no longer appropriate, or otherwise no longer as useful and effective as they might be. Of particular concern is the term “adjunct,” which is now considered offensive by many non tenure track faculty and which has inconsistently been applied to faculty to grant or prevent full voting status when a more nuanced system would more adequately reflect best practices within the academy.

With these and other issues in mind, we recommend that Appalachian adopt the following system of faculty ranks and titles, for which voting privileges and committee eligibility would be consistently fixed as outlined here and in Sections III-V:

II. A. Tenure-Track Ranks

<table>
<thead>
<tr>
<th>Rank</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>Tenure-track, tenured.</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>Tenure-track, may or may not be tenured.</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>Tenure-track, untenured.</td>
</tr>
</tbody>
</table>

Instructor  Appropriate for an appointee to a tenure-track position who lacks, at the time of appointment, one or more qualifications expected by the department/unit for appointment to professorial rank FH section 3.4.2.5.3 (formerly 3.4.2.4.3). If the appointee attains these qualifications by September 15 of the first academic year of employment, her or his title will be changed to assistant professor, her or his salary will be adjusted, and he or she will begin tenure track service retroactive to the beginning of that academic year. Failure to attain these qualifications by September 15 of the first year of employment will result in an appointment of one academic year. At least ninety (90) calendar days before the first term of appointment ends, the instructor shall receive written notification regarding appointment to a special faculty appointment, as provided in FH section 3.4.2.10 (formerly 3.4.2.8), or not be reappointed. The department/unit may petition the Provost and Executive Vice Chancellor for an extension of the degree completion deadline or the department/unit may request permission to search again for the position. See FH section 3.4.2.5 (formerly 3.4.2.4). With approval of the Provost and Executive Vice Chancellor, appropriate Dean, and the department/unit, an instructor may be appointed to a second one-year term and shall receive a similar notice, as above, not less than 180 calendar days before that term ends. Any subsequent appointments will be considered by the Provost and Executive Vice Chancellor, the Dean and the department/unit. During the last 180 calendar days of the second consecutive year of employment, the institution may notify the instructor that employment will be terminated at the end of the third year of employment. If the qualifications are met after September 15, but before the end of the current contract year, the contract for the subsequent academic year will be at the assistant professor rank.

Tenure-track faculty possess full voting privileges and committee eligibility, except for decisions regarding (1) Graduate Faculty Status and (2) tenure, promotion and post-tenure review, which will be determined via the “craft model” (see section III). All tenure-track faculty on joint appointment contract will be afforded the same voting privileges and committee eligibility, within the primary/home department/unit and any other departments/units to which they are appointed.
II. B. Non-Tenure Track Faculty (FH section 3.4.2.9)

Non-tenure-track faculty must possess at least an M.A. and 18 graduate credits in the field. Non-tenure-track positions may be filled via national or local search or in response to unsolicited application. All faculty, including non-tenure-track faculty, should have the opportunity to advance in rank based on a combination of length of service and meritorious service. However, advancement in rank should not be required. The procedures used to consider non-tenure track faculty for promotion should be the same as those used to consider tenure track faculty for promotion. (The department/unit will determine the appropriate title for those faculty who have previously fulfilled the criteria listed below.)

Lecturer
Full and part-time positions with varying benefits, filled pending departmental need with contracts of 1-5 years in duration. See FH section 3.4.2.9.2.

Senior Lecturer I
Those who have taught a minimum of 40 courses (or the equivalent thereof) at the rank of Lecturer are eligible for promotion to Senior Lecturer I. Thus, a full-time Lecturer could become eligible for promotion after 5 full years of service. See FH section 3.4.2.9.3.

Senior Lecturer II
Those who have taught a minimum of 40 courses (or the equivalent thereof) at the rank of Senior Lecturer I are eligible for promotion to Senior Lecturer II. See FH section 3.4.2.9.4.

Non-tenure-track faculty at the rank of Senior Lecturer I or II may vote on university and college matters, serve on university and college committees to which they are elected/appointed, and, depending upon individual department/unit policy, may be able to vote on departmental/unit matters and serve on departmental/unit committees, excluding personnel decisions regarding tenure-track faculty and, where applicable, issues pertaining to departmental/unit financial policies. Lecturers who have ¾ or full time contracts and who have taught 24 courses, or the equivalent thereof, may also be able, depending upon departmental/unit policy, to vote on departmental/unit committees, excluding personnel decisions regarding tenure-track faculty and, where applicable issues pertaining to departmental/unit financial policies.

Clinical Faculty
Clinical Faculty are members of the faculty whose primary responsibilities are clinical education and service. Clinical appointments will be limited to academic units, departments, or programs within academic units, in the professional-client service disciplines. Clinical Faculty teach and practice full-time in the clinical professional setting. Clinical Faculty may participate in research and other scholarly or creative activities. Clinical Faculty must be qualified as defined by professional/discipline standards, have practical experience appropriate for the responsibilities assigned and must maintain appropriate professional credentials. Departments shall develop appropriate appointment, promotion and performance review criteria for each rank. These criteria must be approved by the appropriate Dean and the Provost. Clinical Faculty have the same right to faculty governance and voting accorded tenure-track faculty with the exception of voting in personnel decisions regarding tenure-track faculty. Academic ranks indentified in FH section 3.4.2 may be used for Clinical Faculty as consistent with professional and academic standards in the discipline. See FH section 3.4.2.9.5.
**Research Faculty**

Research Faculty are members of the faculty whose primary responsibilities are research, but according to specific assignments, may be involved in teaching and service. Faculty members holding the research title must possess an advanced degree within an academic discipline. Evaluations are to be based primarily upon research. Teaching and service accomplishments are to be considered as they correlate with assigned duties. Departments shall develop appropriate appointment, promotion and performance review criteria for each rank. These criteria must be approved by the appropriate Dean and the Provost. Research Faculty have the same right to faculty governance and voting accorded tenure track faculty with the exception of participation in personnel decisions regarding tenure track faculty. Academic ranks indentified in FH section 3.4.2 may be used for Research Faculty as consistent with professional and academic standards in the discipline. See FH section 3.4.2.9.6.

**Joint Appointments**

Designated in accordance with the FH section 3.4.3 for those faculty whose employment with the University is in a primary/home department/unit and in one or more secondary departments/units. Written merit, tenure, promotion and post-tenure review guidelines will be implemented by the primary/home department/unit. Performance evaluation must be done collaboratively among relevant affiliations of the faculty member.

**II. C. Special Faculty Appointments** (FH section 3.4.2.10, formerly 3.4.2.8)

Any of the ranks identified in the Faculty Handbook Section 3.4.2 may have the following prefixes as appropriate. See section II. A and II. B above.

Faculty whose positions have these prefixes do not have voting privileges.

**Adjunct**

Designated in accordance with the FH section 3.4.2.10.1 (formerly section 3.4.2.8) for those faculty whose principal employment, income, or professional work does not come from Appalachian State University. Thus, the “adjunct” prefix should rarely, if ever, be applied to someone who teaches half time or more.

**Visiting**

Designated in accordance with the FH section 3.4.2.10.2 (formerly 3.4.2.8) for those faculty whose employment with the university is explicitly temporary. Thus visiting faculty are those whose ongoing employment responsibilities may lie outside the university, who may hold an academic appointment at another institution or possess the qualifications to be appointed at that rank, those who are temporary replacements for regular faculty members taking a leave or awarded an off-campus scholarly assignment, those hired where there is an increased need for academic personnel in circumstances where there is uncertainty the need will continue, to supplement instruction programs at the university, those hired where a position has become available or open with insufficient lead time to conduct an appropriate search. This title may only be used for three (3) consecutive years.

Academic units will establish appointment criteria for visiting faculty and may be made at any rank but must be consistent with the individual’s professional qualifications. The University is not obligated to count service as a visiting appointee as credit toward tenure or long-term contract status if the appointment
is later changed to a regular appointment. The “Credit Toward Tenure and Promotion for Service” provisions of the FH section 3.4.2.6.4.1 (formerly 3.4.2.5.4.1) do not apply to these faculty appointments.

**Artist, Practitioner, Writer, or Executive in Residence**

Designated in accordance with the FH section 3.4.2.9.7 (formerly 3.4.2.8.2) for outstanding practitioners who render a specified service to the University. These fixed-term appointments are appropriate for persons who possess unusual qualifications gained through outstanding professional achievement, creative accomplishments and recognition, and may include teaching, research, administration, or public service responsibilities. This appointment may be for fixed terms of one to five years. This title may be used to designate temporary appointments, at any salary and experience level, of persons who are serving for a limited time or part-time, and who are not intended to be considered for professional appointment.

If an individual holding one of these appointments applies for and is appointed to a tenure-track position at the University, time spent as an “in residence” faculty member cannot be counted toward the time required for tenure and promotion.

**Emeriti**

Designated in accordance with the FH section 3.4.4 for faculty after retirement or for other honorary purposes.

**III. Criteria for Promotion**

Departments/units must establish their own criteria for promotion, provided they are consistent with the criteria for reappointment and include a record of professional service to the university, to the discipline and/or to the community in accordance with departmental standards. See section II. B. above.

**IV. Voting Privileges and Committee Eligibility in the Department**

The foundation of governance is based on the active and appropriate participation of faculty members in making decisions that affect the policies, personnel, and procedures within a department/unit. The modern department/unit will consist of a variety of faculty, as described in section II of this document, which will have differing responsibilities and levels of investment within a department. As such, particular care and attention must be given to ensure that committee responsibilities and voting privileges are available to those who have a vested interest in, and demonstrated commitment to, Appalachian. In all instances, the Voting Privileges Committee deemed that an appropriate educational background, typically demonstrated with an advanced degree, experience, expertise, and rank applicable to the respective committee’s mission should be held by anyone who serves on any particular committee. In addition, a system must be constructed to minimize potential conflicts of interest and reduce the risk of those in the most vulnerable positions, typically those who are pre-tenure or non-tenure track. Approved departmental/unit policies shall be submitted to the appropriate dean and will be available on-line to all faculty members.

**V. A. Department/Unit Meetings**
Faculty at all academic ranks may attend department/unit meetings and speak from the floor. When appropriate the department may invite graduate students that may speak from the floor.

Tenure-track faculty may participate, and vote, in the development and approval of departmental/unit budgetary decisions, and on matters pertaining to tenure-track personnel (see section II.A.) whether the motion comes from committee or the floor. When authorized by approved departmental/unit guidelines, the Clinical and Research Faculty may participate, and vote, in the development and approval of budgetary decisions as specified in departmental/unit guidelines.

Votes for all other departmental/unit matters may be cast by tenure-track, and non-tenure-track faculty at the ranks of Senior Lecturer I and II, Clinical and Research Faculty, depending on the voting policy developed and approved by the tenure-track faculty of each department/unit. Lecturers who have ¾ or full time contracts and who have taught 24 courses, or the equivalent there of, may also be able, depending upon departmental/unit policy, to vote on departmental/unit committees, excluding personnel decisions regarding tenure-track faculty and, where applicable issues pertaining to departmental/unit financial policies. A quorum for faculty meetings consists of a simple majority of voting faculty in the department/unit according to Article II section 2. The department/unit chair does not count for a quorum for a faculty meeting and cannot vote except to break a tie. Senior Academic and Administrative Officers as set out in 300.1.2 of The Code may not count for a quorum for a faculty meeting and cannot vote. Departments/units must post a current list of faculty eligible to vote at the beginning of each academic year.

V. B. Department/Unit Committees

In departments/units with graduate programs, a Graduate Studies Committee will be elected from among tenured and non-tenured faculty with Graduate Faculty Status, along with a designated number of graduate students.

Other departmental/unit committees may be comprised of tenure-track faculty, and, depending upon the committee policy developed and approved by the tenure-track faculty of each department/unit, non-tenure-track faculty at the ranks of Senior Lecturer I and II and above. Lecturers who have ¾ or full time contracts and who have taught 24 courses, or the equivalent there of, may also be able, depending upon departmental/unit policy, to vote on departmental/unit committees, excluding personnel decisions regarding tenure-track faculty and, where applicable issues pertaining to departmental/unit financial policies. Committee election and composition, including election and/or appointment of committee chairs, will follow departmental/unit guidelines.

A quorum for committee meetings consists of a simple majority of committee members. The department/unit chair may not vote and is not counted for a quorum. The assistant chair may vote and is counted in a quorum.

The departmental chair/unit is an ex-officio, non-voting member of all committees.

The department/unit chair shall convene all committee meetings for personnel actions, exclusive of search committee meetings.

VI. Personnel Matters
After a thorough review of both Appalachian and in-state/peer university policies, the committee decided that a significant revision of the procedures for personnel matters was needed. It was evident from the data and discussions collected from these investigations that recommendations for personnel decisions, especially those regarding tenure and/or promotion, should be made by as large a group of qualified faculty as possible. This approach is termed the “craft model” and can be generally described as allowing those “at or above” an academic rank or tenure status being eligible to vote on personnel matters involving promotion to that rank or tenure. Those who have achieved a certain rank or tenure within a department understand the rigors and requirements necessary to achieve said status and will have demonstrated a longer-term commitment to their department. The faculty who have yet to achieve academic rank or tenure that is under consideration likely do not yet possess the background in the professoriate to fully evaluate promotion and tenure materials or may themselves be vulnerable to undue pressures owing to their unprotected faculty status. Further, although the current Departmental Personnel Committee system should be applauded for its efforts to allow pre-tenure or non-tenure-track faculty to vote on all departmental personnel matters, research shows that this is not consistent with the professional norms of the academy.

The following sections outline the proposed changes to handling faculty personnel matters at Appalachian. The revised system of faculty classifications described in Section II of this document is used as the foundation of constructing an applicable craft model for our university. We propose that the most equitable system for composing a voting body will be for all departmental/unit faculty members “at or above” the rank under consideration to form a committee of the whole that will vote on the applicable issue. We recommend that all personnel actions are decided by appropriately ranked faculty.

Faculty will vote on personnel matters as designated below. Personnel meetings must be announced and the agenda posted one week prior to the meeting as required by the FH Section 4.1.4.1.1. The announcement should clearly state the time and place of the meeting and it will become a part of the department's/unit's permanent records. All department/unit members who so desire may present their views, either in person or in writing for consideration during the meeting in regard to any item(s) on the agenda.

Meetings must take place with a quorum of a simple majority of the faculty eligible to vote on that particular personnel action exclusive of faculty on leave, as provided for in the FH Section 4.9.3.3. In no instance may the number of faculty involved be fewer than four members.

Our committee recognizes that in small departments the “craft model” may result in an inadequate number of voting members for some of the following personnel decisions. In these instances we recommend that, after consultation with the Department/Unit Chair and the tenured faculty, the Dean of the appropriate college will select additional committee members that have achieved the appropriate rank or status within another department with related fields. If a department has multiple faculty members applying for the same rank or status, whether it be promotion and/or tenure in the same academic year, the additional committee member(s) will serve on all such committees for the duration of the academic year in which they have been selected. In the event that there are no faculty members of the appropriate rank or status within the department/unit, then a committee will be formed of faculty at the highest rank in the department/unit with at least two (2) faculty at the rank in question from other departments/units as assigned above.

In a multiple-discipline department, the department may decide that only faculty in the candidate’s immediate discipline may meet and vote on a recommendation. When faculty are assigned to a department other than through typical search measures; i.e., Faculty Fellows, University College,
reorganization of departments/colleges, etc. the faculty member, in consultation with the appropriate chair(s) and dean(s), may request committee members from allied disciplines.

All meetings of search committees shall be held on campus. (FH Section 4.1.4.2.2) Every member of an academic department must be notified in writing of all meetings and agenda items of the search committee. Notwithstanding the foregoing, search committee members who interview potential candidates at off-campus sites (e.g., at professional/academic conferences) may confer concerning the respective merits of such candidates, and such conferral shall not constitute a meeting of the search committee. Search committee members will report the results of their interviews and conferral concerning prospective candidates at the next on-campus meeting of the search committee. Search committee members interviewing potential candidates at off-campus sites will be required to maintain confidentiality in that context to the same degree as they would in the context of a meeting of the search committee.

Motions on personnel actions must be stated in the affirmative and pass with at least a three-fourths majority. All votes on personnel matters will take place in person and the votes will be cast via secret ballot.

VI. A. Personnel Voting Eligibility and Procedures

**Graduate Faculty Status.** If a department/unit has Graduate Faculty, the Graduate Faculty of the department will review credentials and vote on candidates for Graduate Faculty status. Votes, along with the chair’s recommendation, will be sent to the Graduate School.

**Promotion to Senior Lecturer I and II.** All faculty at a rank of Senior Lecturer I and above will review credentials and vote on promotion to Senior Lecturer I. All faculty at a rank of Senior Lecturer II and above will review credentials and vote on promotion to Senior Lecturer II. This vote, along with the department/unit chair’s recommendations, will be sent to the appropriate Dean. The department/unit may decide to delegate the responsibility of credential review and promotion decisions to the non-tenure-track staffing committee described below.

**Third Year Reappointment.** All tenured faculty will review the credentials and vote on a candidate’s third year reappointment. This vote, along with the department/unit chair’s recommendation, will be sent to the appropriate Dean.

**Tenure.** All tenured faculty will review the credentials and vote on a candidate’s application for tenure. This vote, along with the department chair’s recommendation, will be sent to the appropriate Dean.

**Promotion to Associate Professor.** All tenure-track faculty at the rank of Associate Professor or above will review the credentials and vote on a tenure-track candidate’s application for promotion to Associate Professor. All faculty at the rank of Associate Professor or above will review the credentials and vote on a non-tenure-track Clinical or Research faculty member’s application for promotion to Associate Professor. This vote, along with the department chair’s recommendation, will be sent to the appropriate dean.

**Promotion to Professor.** All tenured faculty at the rank of Professor will review the credentials and vote on a tenure-track candidate’s application for promotion to Professor. All faculty at the rank of Professor will review the credentials and vote on a non-tenure-track Clinical or Research faculty member’s application for promotion to Professor. This vote, along with the department/unit chair’s recommendation, will be sent to the appropriate dean.
**Emeriti Status.** All tenured faculty at the rank of the applicant and above will review the credentials and vote on a candidate’s application for Emeritus status (See FH Section 4.3.3). This vote, along with the department chair’s recommendation, will be sent to the appropriate dean.

**Personnel Issues Relating to Internal Chairs.** When an existing member (or members) of the faculty desires to be department/unit chair, whether by rotation or election, or when an existing chair’s term is considered for continuation or termination (including early termination), the tenured department/unit faculty will solicit feedback from all constituents of the department/unit and make a recommendation to the Dean as per approved departmental guidelines.

**External Chair Search.** The tenure-track faculty of the department/unit will elect a search committee of six (6) department/unit members with a ratio, where possible, of four (4) tenured to two (2) untenured faculty, plus an additional member who is a chair from an allied department/unit appointed by the dean of the college/school in consultation with the Provost and Executive Vice Chancellor. Departments/units with a multiple focus (such as political science/criminal justice) must have all areas represented. After the completion of the on campus interviews, the search committee will solicit feedback from all constituents of the department/unit. The search committee will then rank the acceptable candidates and their recommendations will go to the Dean. If during an external chair search a department/unit has an internal candidate, that candidate’s application will be treated in the same manner as any other external candidate’s would.

**Tenure-track Searches.** The tenure-track faculty of the department/unit will review the department’s/unit’s current and projected needs and determine the allocation of any new or vacated positions. The tenure-track faculty of the department/unit will elect a search committee with a ratio of two (2) tenured for every one (1) untenured. The tenure-track faculty may vote to elect one (1) member of the search committee, with appropriate qualifications, from outside the department/unit. The number of members required and the chair of the each search committee shall be determined according to departmental/unit guidelines. The department/unit head will be an ex-officio, non-voting member of the search committee. Departments/units with a multiple focus (such as political science/criminal justice) may elect to have the search committee appointed from the faculty of the program to which the position has been allocated. If the department/unit chooses not to have the search committee appointed from the faculty of the program to which the position has been allocated, all areas in the department/unit must be fairly represented. After the completion of the on campus interviews, the search committee will solicit feedback from all constituents of the department/unit. The search committee will then rank the acceptable candidates and their recommendations will go to the department/unit chair. The recommendation of the department/unit chair, along with the recommendation of the search committee, will go to the dean.
**Clinical and Research Searches.** The faculty of the department/unit will elect a search committee of six (6) members with a ratio, where possible, of four (4) tenured to two (2) untenured. The chair of the search committee shall be determined according to departmental/unit guidelines. The department/unit head will be an ex-officio, non-voting member of the search committee. Departments/units with a multiple focus (such as political science/criminal justice) may elect to have the search committee appointed from the faculty of the program to which the position has been allocated. If the department/unit chooses not to have the search committee appointed from the faculty of the program to which the position has been allocated, all areas in the department/unit must be fairly represented. After the completion of the on campus interviews, the search committee will solicit feedback from all constituents of the department/unit. The search committee will then rank the acceptable candidates and their recommendations will go to the department/unit chair. The recommendation of the department/unit chair, along with the recommendation of the search committee, will go to the dean.

**Other Non-tenure-track Searches.** The tenure-track faculty of the department/unit will elect a committee of four (4) department/unit members to review credentials and make personnel recommendations regarding non-tenure-track faculty. Where possible the committee should be comprised of two (2) tenured faculty, two (2) untenured faculty at the rank of Senior Lecturer I or above. Lecturers who have ¾ or full time contracts and who have taught 24 courses, or the equivalent there of, may also be able, depending upon departmental/unit policy, to serve on Non-tenure track search committees. If there are insufficient numbers of NTT personnel available at the Senior Lecturer I or above ¾ or full time Lecturers may be elected. The department/unit head may chair, and will be an ex-officio, non-voting member of the search committee. Departments/units with a multiple focus (such as political science/criminal justice) may elect to have separate staffing committees for each program in the department. If the department/unit chooses not to have the search committee appointed from the faculty of the program to which the position has been allocated all areas in the department/unit must be fairly represented.

**Special Faculty Appointments.** Faculty appointments as listed in Section II. C. above, with the exception of emeriti faculty will be appointed as per guidelines approved by the department/unit.

**VII. Voting Privileges and Committee Eligibility—University and College**

All tenure-track faculty, Clinical and Research faculty, and non-tenure-track faculty at the rank of Senior Lecturer I or II may vote on university and college matters and serve and vote on university and college committees to which they are elected or appointed, with the exception of any ad-hoc or standing committee whose sole purpose is to establish policies or determine personnel procedures regarding the tenure/tenure track faculty.