

**Commission on Faculty Affairs
REMOVAL OF INSTRUCTOR RANK FROM LIBRARY FACULTY CONTINUING-
APPOINTMENT SERIES
CFA 2026-27H**

Resolution Proposal Form Sent to University Council Cabinet	Date 09/08/2026
First Reading by Commission	Date
Approval by Commission	Date
First Reading by Senate	Date
Approval by Senate	Date
Faculty Senate Comment	Date
Staff Senate Comment	Date
Administrative and Professional Faculty Senate Comment	Date
Graduate and Professional Student Senate Comment	Date
Undergraduate Student Senate Comment	Date
First Reading, University Council	Date
Approved, University Council	Date
Approved, President	Date
Approved, Board of Visitors	Date
Effective Date	Upon Approval or Date

WHEREAS, the Faculty Handbook specifies all policies related to the employment of faculty; and

WHEREAS, according to Chapter 4 of the Faculty Handbook, “Continued appointment is the equivalent of tenure in the university’s colleges” (section 4.0); and

WHEREAS, all ranks of tenure-track Faculty described in Chapter 3 of the Faculty Handbook are expected to hold a terminal degree in their field at the time of appointment; and

WHEREAS, the “Instructor” rank in Chapter 4 (4.1.1) specifies that this rank “...is for University Libraries faculty whose positions have been designated for continued appointment-track and who have not completed the terminal degree” in contradiction of other tenure-track or continuing-appointment ranks; and

WHEREAS, the “Instructor” rank in Chapter 4 (4.1.1) is distinct from the Instructor series described in Chapter 5 (5.1.6), but is named in a way to make confusion inevitable; and

WHEREAS, no Library Faculty currently hold the rank of Instructor;

NOW, THEREFORE, BE IT RESOLVED that the rank of Instructor is removed from the Faculty Handbook entirely, and that the start of the continuing-appointment series for Library Faculty in Chapter 4 will be henceforth “Assistant Professor”, in parallel with the tenure-track series in Chapter 3.

4.1.1 Instructor

The rank of instructor is for University Libraries faculty whose positions have been designated for continued appointment track and who have not completed the terminal degree. Annual appointments may be renewed within the limits of a probationary period. Ordinarily, continued appointment would not be awarded at the instructor rank, although time spent at this rank counts in the probationary period leading to continued appointment. A master's degree or significant professional experience is the minimum expectation for appointment at this rank.

The dean of University Libraries with approval of the provost and president may recommend instructors in University Libraries for promotion to assistant professor. Final approval of continued appointment rests with the Board of Visitors. Promotion of University Libraries faculty to the ranks of associate or professor is conducted in accordance with procedures in chapter four of this handbook, "Evaluation Procedures for Promotion and Continued Appointment."