

Spring 2017
For Graduate Council Review
Graduate Faculty Membership Committee

Proposed document to define criteria for Graduate Faculty Membership

Graduate Faculty Membership Committee

Steven Lonergan, Animal Science

Christina Campbell, Food Science and Human Nutrition

Kathleen Hilliard, History

Annette O'Connor, Veterinary Diagnostics and Production Animal Medicine

Jim Summers, Management

G.1 Graduate Faculty Full Membership

Eligibility

Membership on the graduate faculty is granted to an individual who holds a tenure track appointment with the academic rank of assistant professor or above at Iowa State University. Eligibility to serve as a member of the graduate faculty is concomitant with the recording of a tenure-track faculty member's hire in the Provost's Office. Tenure track faculty members are expected to participate in an orientation sponsored by the Graduate College and are added to the roster of graduate faculty promptly thereafter.

The graduate faculty also includes the president, the provost, vice provosts and associate provosts, the Dean of the Graduate College, deans and associate deans of the other eight colleges, the dean of library services, and the directors and associate directors of research institutes.

Individuals pursuing a graduate degree at Iowa State University are not eligible for Graduate Faculty membership.

Rights and Responsibilities

A full member of the graduate faculty can teach in their home department's graduate program(s) at the level up to and including the highest research degree level they achieved (See Appendix A). For graduate faculty membership in other majors (including interdepartmental majors), faculty members need to apply for appointment using the approach established by the other programs' governance document. A full member of the graduate faculty may be the chair of a program of study committee (and therefore serve as the major supervisor of the student) for the degree level (doctoral or masters level) up to and including the highest degree level they achieved. A full member with a masters level degree can co-chair a PhD committee as long as the other co-chair is a full member with a doctoral level degree. A full member of the graduate faculty can serve as a member on any program of study committee.

G.2. Graduate Faculty Associate Membership

Eligibility

Non-tenure track faculty members may be nominated for Graduate Faculty Associate Membership by any Full Member of the Graduate Faculty. Associate Members of the graduate college must have demonstrated competence for pursuing creative work by completing a

research doctorate or the highest degree appropriate to the discipline from an accredited or international recognized institution.

In rare circumstances, individuals without the defined degree requirement may be eligible for Graduate Faculty Associate Membership when they have a demonstrated record of impactful creative work to establish equivalent experience (See Appendix B).

Individuals pursuing a graduate degree at Iowa State University are not eligible for Graduate Faculty Associate membership.

Procedure for Membership

Nominations for Graduate Faculty Associate Membership may be made for consideration by the Graduate College at any time of the year. Every nomination consists of the form for Nomination for Graduate Faculty Associate Membership (available as a form under the group header “Nomination for Graduate Faculty” on the Graduate College website at <http://www.grad-college.iastate.edu/common/forms/index.php>), a current curriculum vita of the nominee documenting evidence of required equivalent degree, and a letter of support for the nominee from the director of graduate education of the graduate major. This letter should detail how the candidate's expertise will contribute to the department so that the justification for the requested activities is clear. The graduate faculty in the major will be required to provide a secret ballot vote to support (or not support) the nomination. The nomination will include the confidential results of this vote. A simple majority of the graduate faculty in the major must support the nominee's candidacy for membership.

The Graduate Faculty Membership Committee (appointed by the Graduate Council) will review Graduate Faculty Associate Membership applications and report to the Graduate College Administration.

After completion of a 5-year term, Associate Members are eligible for a permanent Associate Member appointment. The process is identical to the first appointment, with the addition of a review of graduate education activities in the previous term appointment.

Responsibilities

Associate membership is granted for specific activities and such activities should be requested explicitly. Possible activities are teaching graduate courses, serving on Program of Study committees of master's and Ph.D. students, and other activities that are relevant to the program for which the faculty member has been nominated. These activities must be consistent with the faculty member's Position Responsibility Statement. An associate member may also co-chair a master's or doctoral Program of Study committee if a full member of the graduate faculty serves as a co-chair. An associate member of the graduate faculty may only co-chair a committee for the highest degree level they achieved. An associate member may not individually chair a POS committee.

G.3 Nonmembers of the Graduate Faculty

G.3.1 Graduate Lecturer

Eligibility

A graduate lecturer must hold current faculty status at Iowa State University and have obtained at least a master's degree. In rare circumstances, individuals without the defined degree requirement may be eligible for Graduate Lecturer appointment when they have a demonstrated record of impactful creative work to establish equivalent experience (See Appendix B). Individuals pursuing a graduate degree at Iowa State University are not eligible for Graduate Lecturer status.

Procedure for Appointment

A request for a staff member to be designated a graduate lecturer should be initiated by the department chair and submitted to the Dean of the Graduate College after approval by the respective college dean. These requests should be supported by evidence of the individual's academic qualifications (i.e., curriculum vitae), the name(s) of the graduate course(s) to be taught, and a justification for the request.

The Dean of the Graduate College may appoint a graduate lecturer for a period of up to five years. Requests for reappointment should be directed to the Graduate College. Appropriate evidence of continuing need should accompany these requests, along with course(s) to be taught, and justification for the request. Requests are reviewed and approved by the Dean of the Graduate College. Graduate lectureship is not intended as a mechanism for staffing graduate courses for prolonged periods of time.

Responsibilities

Although not a member of the graduate faculty, a graduate lecturer is permitted to teach specified courses at the graduate level. Since a graduate lecturer does not supervise students working toward advanced degrees, he/she cannot serve as an official member of a POS Committee.

APPENDIX A: DEGREE EQUIVALENCE (DOCTORAL OR MASTERS)

1. PhD Degrees

The research doctorate is the highest earned academic degree. A PhD is always awarded for independent research at a professional level in either academic disciplines or professional fields. Regardless of the entry point, doctoral studies involve several stages of academic work. These may include the completion of preliminary course, seminar, and laboratory studies and/or the passing of a battery of written/oral examinations. The PhD student selects an academic adviser and a subject for the dissertation, is assigned a dissertation committee, and designs his/her research (some educators call the doctoral thesis a dissertation to distinguish it from lesser theses). The dissertation committee consists usually of 3-5 faculty members in the student's research field, including the adviser.

2. Independent research

Conducting the research and writing the dissertation usually requires one to several years depending upon the topic selected and the research work necessary to prepare the dissertation. In defending his/her thesis, the PhD candidate must establish mastery of the subject matter, explain and justify his or her research findings, and answer all questions put by the committee. A successful defense results in the award of the PhD degree.

3. Degrees equivalent to the PhD:

It is recognized that there are some other doctoral titles that enjoy the same status and represent variants of the PhD in certain fields. All of them have similar content requirements. The term used by the US Department of Education is Doctor's degree-research/scholarship and defined as a Ph.D. or other doctor's degree that requires advanced work beyond the master's level, including the preparation and defense of a dissertation based on original research, or the planning and execution of an original project demonstrating substantial artistic or scholarly achievement. Some examples of this type of degree may include Ed.D., D.M.A., D.B.A., D.Sc., D.A., or D.M., and others, as designated by the awarding institution.¹ Potential applicants for term graduate faculty status are invited to consult the following web-pages for useful references on degrees that will be considered equivalent to the PhD:

1. List of research doctorate titles awarded in the United States that enjoy the same status and represent variants of the Ph.D. within certain fields are listed by the U.S. National Science Foundation (NSF). <https://www.nsf.gov/statistics/2017/nsf17306/data/tab1.pdf>
2. The list of research doctorate titles awarded in the European Union that enjoy the same status and represent variants of the Ph.D. within certain fields are listed by the "Examinations, qualifications and titles - Second edition, Volume 1, European glossary on education": http://bookshop.europa.eu/is-bin/INTERSHOP.enfinity/WFS/EU-Bookshop-Site/en_GB/-/EUR/ViewPublication-Start?PublicationKey=EC3212292 (table in Part II of .pdf document) catalogue number: EC-32-12-292-EN-N
3. Applicants with research doctoral degrees from other countries should document that they have conducted graduate research and had equivalent training as discussed above i.e. independent research, completion of preliminary course, seminar, and laboratory studies and/or the passing of a battery of written/oral examinations, and defense of a dissertation to a committee of faculty members in the student's research field.

¹ <https://surveys.nces.ed.gov/ipeds/VisGlossaryAll.aspx> see definition for Doctor's degree-research/scholarship

4. Doctor's degrees: Professional Practice²:

The classification "doctor's degree - professional practice" has been used for "[a] doctor's degree that is conferred upon completion of a program providing the knowledge and skills for the recognition, credential, or license required for professional practice." Such degrees are professional degrees in various fields are professional practice degrees and not graduate research degrees. Several degree titles in such fields include the term "Doctor", but they are neither research doctorates nor equivalent to the PhD. Some examples of US profession degrees are listed.

- Chiropractic (D.C., D.C.M.)
- Dentistry (D.D.S., D.M.D.)
- Law (LL.B., J.D.)
- Medicine (M.B., M.D.)
- Optometry (O.D.)
- Osteopathic Medicine (D.O.)
- Pharmacy (Pharm.D.)
- Podiatry (D.P.M., D.P., Pod.D.)
- Theology (M.Div, M.H.L., B.D., Ordination)
- Veterinary Medicine (D.V.M., V.M.D.)

5. Research Masters

A research Masters student should have a substantial component of research work that resulted in a thesis or dissertation (i.e., > 1 /3 of required credits awarded for research work). The terms Masters of Science and Master of Arts are commonly used to describe research masters, but can also be used to describe a Professional Masters. Similarly, Master of "Field of Study" may also be a research masters. If clarification is needed, it is suggested that the thesis topic or publication titles be submitted for clarification as evidence of research component of the Masters training.

6. Professional Masters

Many Masters degrees are professional masters degrees (PMS) which are generally a science plus(+) curricula. PSM programs often consist of two years of coursework along with a professional experiential component that includes business, communications and/or regulatory affairs. Close cooperation with employers as well as, an internship in a business or public sector enterprise is often included in the program. Over 1000 PMS are available and therefore all cannot be listed but examples included. Examples of degrees names are below. However the terms Masters of Science and Master of Arts can be used to refer to a research or professional masters. Similarly, Master of "Field of Study" may also be a research masters.

Master of Professional Studies (M.P.S.)

Master of Public Health (M.P.H)

MBS (Master of Business and Science)

MPS (Master of Professional Science)

Master of Field of Study (e.g. Master of Bioscience, Master of Biotechnology)

² <https://surveys.nces.ed.gov/ipeds/VisGlossaryAll.aspx> - see definition for Doctor's degree-professional practice

APPENDIX B

Confirming equivalent experience for the appointment requires “*tested experience in that it includes a breadth and depth of experience outside the classroom in real-world situations relevant to the discipline in which the faculty member would be directing student*” (from page 4 in the HLC report entitled “Determining qualified faculty through HLC’s criteria for accreditation and assumed practices, Higher Learning Commission, March 2016)³. Tested experience used as equivalence for the credentials should be established for specific disciplines. A record of impactful leadership in developing research, scholarship, and achievement consistent with the program should be required.

Examples of tested experience

Directed a research program and generated creative and scholarly works that were favorably reviewed by peers in the major area/discipline (books, art, journal articles, patents).

Developed curricula in successful graduate programs.

Hold a demonstrated record of directing students in graduate programs.

³ <https://www.hlcommission.org/Document-Library/determining-qualified-faculty.html> Related resource is pdf file entitled “Determining qualified faculty: Guidelines for Institutions and Peer Reviewers (http://download.hlcommission.org/FacultyGuidelines_2016_OPB.pdf)