

115-0 **Policy**

In matters of academic personnel policies and procedures, the University traditionally uses the term “equivalent” to designate certain academic title series and certain ranks of these series that are to be treated on the same basis in relation to some specific policy as corresponding ranks in the professor series.

Section 103.3 of the Standing Orders concludes as follows: “The equivalent academic ranks of members of departments and stations where titles other than Professor, Associate Professor, Assistant Professor, and Instructor are used shall be fixed by the President, subject to approval by the Board.”

Following are the official actions approving use of the term “equivalent” for the indicated purposes:

- a. Section 103.3 of the Standing Orders includes the following statement: “The ranks of Astronomers, Associate Astronomers, Assistant Astronomers, and Junior Astronomers shall be equivalent to [those] of, and their academic privileges shall be the same as those of, Professors, Associate Professors, Assistant Professors, and Instructors, respectively, the length of service being counted in each case from the date of original appointment.”
- b. By specific Regental action listed below, the following academic title series were declared to be equivalent to the professor series for purposes of tenure, leaves of absence (including sabbatical leaves), and retiring allowances, but excepting membership in the Academic Senate:

(1) The agronomist series:

February 14, 1928: “That Experiment Station titles be recognized by the Board of Regents as equivalent to the corresponding academic titles in other parts of the University, insofar as any questions relating to tenure of office, leaves of absence, and retiring allowances may be concerned.”

- (2) The clinical professor of dentistry series with half-time or more appointment:

Minutes of April 30, 1943: “That the proposal as set forth in a recommendation of April 16, 1943 by the President concerning the faculty of the College of Dentistry, as follows, be adopted:

.....
.....

“That the privileges of tenure, retirement, sabbatical leave, etc. be extended both to clinical and academic members of the staff, provided that they devote not less than fifty percent of their time to University duties, and that they receive not less than fifty percent of the salary appropriate to their rank, and that persons devoting less than this amount of time . . . be not entitled to any of the privileges named. . . .”

- (3) The supervisor of physical education series:

February 9, 1940: “Supervisors, Associate Supervisors and Assistant Supervisors in the departments of Physical Education, shall be entitled to leaves of absence on the same basis and under the same terms as Professors, Associate Professors, and Assistant Professors.”

June 28, 1952 amending action: That the provision set forth in the February 9, 1940 action be amended to include the following: “In relation to academic tenure and retiring allowances, the ranks of Supervisor and Associate Supervisor in the departments of Physical Education shall be considered to be equivalent to those of Professor and Associate Professor.”