The Faculty Senate meeting was called to order by Chair Gates at 3:15pm, in the William Strickland Conference Room Rm. 224 I.G. Greer on Monday, April 25, 2016. Senators Hartley, Peterson-Sparks, Rice, Salinas, Stallworth, Stanovsky, and Westerman were not in attendance.

I. Announcements
   A. Chair Gates welcomed Senators and visitors to the meeting. Visitors were Edgar Peck (RMPE), Heather Langdon (IRAP), Randy Edwards (Chancellor’s Office), and Susan Davies (Enrollment Management).

II. Minutes
   A. Chair Gates asked for a motion to approve the minutes from April 11, 2016. Senator Aycock moved and Senator Erickson seconded to approve the minutes. Senator Szeto noted a spelling error of her last name in the minutes from April 11, 2016, which has been fixed. Motion to approve the April 11, 2016 minutes passed. (Vote #1)

III. Visitors’ Reports
   A. Susan Davies clarified the reasons for the proposal to combine the Tuition Surcharge Appeals Board (TSAB) and the Tuition Refund Appeals Board (TRAB) – Appendix B. Last year, the TSAB handled 28 waiver requests in the fall semester and 36 in the spring semester and met for three hours in the fall and three hours in the spring. The TRAB was created this year and has handled 10 appeals this year. A new combined committee would be scheduled to meet once per month, but would meet only if necessary. In November and April they would meet for a longer time period if necessary for TSAB appeals. Combining the committees would increase faculty representation. Most of the appeals come from transfer students. Most other appeals are from older students returning to ASU, students who have had a death in the family, illness, disability, or some other misfortune. The Governance Committee moved to a vote, a second is not necessary. Motion FS 15-16/05-01 to approve changes to the handbook supporting the Tuition Appeals Committee passed. (Vote #2)

IV. Provost’s Report
   A. Chancellor’s Report- Chancellor Everts apologized that she could not attend this meeting. Provost Kruger gave the Chancellor’s Report. Last Friday the first Budget Conversation was held on campus, Chancellor Everts hopes it will make the process more transparent and would like feedback on the budget conversation. Faculty salaries are her number one budgeting priority, and made this clear to UNC President Margaret Spellings. Faculty and staff salaries are Chancellor Everts’ priority when working with the General Assembly. Another top priority that will require financial resources is, an effort to increase the diversity of students, faculty and staff at ASU. Academic Affairs has increased scholarships available to increase our diversity of students.

Progress has been made on all 14 diversity priorities. Some of the recent changes include the following: A Bias Incident Protocol has been developed and is monitored by a bias incident response team comprised of faculty and staff, as well as an online reporting
form. Equity Peers, a student group in the Office of Equity, Diversity and Compliance has been created to inform students about the Bias Incident Protocol and the process of reporting incidents. All in-person search committee meetings conducted through the Office of Equity, Diversity & Compliance now include a section with concrete steps for diversifying applicant pools and reducing bias in the search process. Using feedback from these meetings, materials will be updated this summer. Oversight for the exit interview process will be handled entirely by the Office of Equity, Diversity and Compliance (EDC), instead of the current process which is shared by EDC & Human Resources.

Concerns raised by the Faculty Senate’s NTT Report about non-tenure track faculty have been reviewed by Academic Affairs. College deans have been working to address these concerns. Academic Affairs has undertaken a salary increase cost analysis for non-tenure track faculty. They are committed to these pay increases and are trying to find ways to implement them. Non-tenure track and part-time faculty no longer have to pay for parking upfront. There has been interest from non-tenure track lecturers to be promoted to senior lecturers, and deans are working with their department chairs to encourage eligible faculty to apply for promotions. During the budget presentation, on April 22, several deans’ reports mentioned their efforts to convert certain non-tenure track positions to tenure track positions. A notable example is the College of Arts & Sciences, which has converted five faculty positions from non-tenure track positions to tenure track positions, hired eight new NTT full-time faculty members, and moved three part-time NTT positions to full-time positions.

The success of the Connect NC Bond referendum ensures a home for the Beaver College of Health Science and ensures that more space will be available for other academic needs. This is an example of how Appalachian has advocated for resources outside of the usual state funding resources. Record years of fundraising have also assisted with improving ASU. Chancellor Everts and the leadership team are working to provide the resources that students, faculty and staff need.

B. Provost’s Report- Provost Kruger doesn’t have any new updates since the last meeting. However, due to questions in the past about faculty salaries compared to administrative salaries and increases, Heather Langdon was invited to answer questions.

Heather Langdon (IRAP) presented some comparisons of administrative salaries between ASU and other similar institutions. Within the UNC system, faculty salaries and administrative salaries are determined differently. Faculty salaries can be determined by the institution. EHRA administrative salaries are determined by the UNC General Administration and the Board of Governors. Tier 1 and Tier 2 administrative salaries can be found online. All UNC institutions are grouped by type and ASU is grouped with Central UNC, UNC Wilmington and Western Carolina Universities, when determining market rates for administrators. Comparing within the UNC system Tier 1 administrators, there were 12 administrative positions with comparative salary data. Out of those, 12 positions, 11 ASU administrative salaries were below the 60th percentile, eight were below the median and 11 were below the mean. Based on this data, our administrators are being paid at the market rate.

Questions brought up by senators were: what is the median salary, what is the total administrative cost at ASU and how does this compare to other institutions. Heather Langdon does not have enough information with her to fully answer these questions, but can look into it. She reported that in the past, reports have found that ASU has lower
administrative costs per student or per faculty member compared to other institutions.

V. Chair’s Report
A. Chair Gates reiterated that the budget presentations were streamed, and recorded/archived, and encourages everyone to view them once they are available online. Provost Kruger says the recording should be available online in the next couple of days.

VI. Committee Reports
A. Academic Policies (Campbell, Crepeau, Ortiz, Osinsky, Waldroup, Wheeler)
   No report.

B. Agenda Committee (Aycock, Frye, Gates, Spaulding, Provost Kruger)
   No report.

C. Budget Committee (Dunston, Madritch, Mohr, Stallworth, Szeto)
   No report.

D. Campus Planning Committee (Doll, Marshall, Hartley, Salinas, Stanovsky)
   No report.

E. Campus Technology Committee (Cook, Fenwick, Reed, Rice, Shulstad, Spaulding)
   No report.

F. Committee on Committees (Frye, Morehouse, Villanova, Weddell)
   No report.

G. Faculty Governance Committee (Frye, Gates, Howard, Koch, Rardin)
      Edgar Peck (RMPE) provided information on these changes and answered questions. Over the past few years there has been an effort to reduce redundancy in the AP&P Manual by reorganizing and removing portions that are covered in other manuals such as the Policy Manual, Faculty Handbook and the catalog. They hope the new version of the AP&P Manual will be more focused. A question arose as to whether a revised copy would be provided. It will be posted on the AP&P website once it is approved. Another question was posed concerning faculty working on proposals and whether they should use the current version of the manual or the upcoming version. The revisions proposed don’t change anything regarding the proposal process. Governance Committee moved to a vote, no second was needed. **Motion FS 15-16/05-02 to approve the changes regarding the Academic Governance Handbook passed.** (Vote #3)

   2. Combining Tuition Surcharge Appeals Board & Tuition Refund Appeals Board – Appendix B
      Discussed and voted on during the Visitor’s Report (Section III. A.).
H. Faculty Welfare and Morale Committee (Albinsson, Erickson, Hester, McGaha, Peterson-Sparks, Pitofsky, Phillips)

1. Voting Rights Resolution – Appendix C

This resolution is meant to provide voting rights to certain faculty members who currently can’t vote. These faculty members have job titles that were created after the constitution’s voting rules were written, and aren’t included in the language of the current voting rules. This mostly affects faculty with a “research” or “clinical” distinction in their titles, as well as the new title of “senior lecturer”. This resolution would update the voting rules language, allowing these faculty members voting rights. It is requested that this change be included in the constitution changes that will be voted on by the faculty at the fall meeting. There is discussion and concern over whether this should be on the agenda for the fall faculty meeting or addressed afterwards. Some Senators don’t want too much on the agenda for the fall faculty meeting and hope that a resolution on e-voting will pass, making voting on other issues much faster. Other Senators are concerned that if the e-voting resolution doesn’t pass that this will be put off too long and that it would be better to address it at the meeting. Senator Koch moved to amend the resolution and is seconded by Senator Campbell. Motion to amend the Voting Right Resolution to replace “…include amendments to the Constitution that would address Article I…” with "be it resolved, that the Appalachian State University Faculty Senate make it a priority next year to amend the faculty constitution in a way that would address Article I", passed. (Vote #4)

There are currently about 50 faculty members who can’t vote due to the current wording of the constitution. The committee and some senators were concerned that this issue has been in limbo too long. Moved to a vote by the Governance Committee, no second needed. Motion FS 15-16/05-03 to approve the Voting Rights Resolution (Appendix C) passed. (Vote #5)

I. Welfare of Students Committee (Alexander-Eitzman, Fiske, Fitts, West, Westerman, Zrull)

VII. Unfinished Business

VIII. New Business

IX. Adjournment at 3:53

A. Senator Aycock moved to adjourn the meeting and Senator Spaulding seconded the motion. Motion to adjourn passed. (Vote #6)
Appalachian State University
Faculty Senate Minutes
Second Session beginning at 3:57pm
April 25, 2016

I. Welcome New Senators
   A. Chair Gates thanked outgoing senators, and welcomed new senators.

II. Acknowledgment of Departing Senators’ Service
   A. Chair Gates handed out certificates of appreciation and thanked them for their service.

III. Installation of New Senators
   A. Chair Gates announced the list of new and re-appointed senators.

IV. Election of Officers
   A. Nominees for Chair were Paul Gates, and Stephanie West. Nominees for Vice Chair were Beth Frye, and David Spiceland. Chair Gates notified everyone that he would be appointing Senator Spaulding as Parliamentarian, so he could not stand as a nominee for the position of Secretary. Secretary nominees were Randy Reed, and Jennifer Dalton.

   Chair Gates was elected to remain Chair of the Faculty Senate. Vice Chair Frye was elected to remain Vice Chair of the Faculty Senate. Senator Reed won the election for Secretary.

V. New Business
   A. Senator Wheeler brought up a topic that was discussed at the March Faculty Senate meeting, regarding a campus wide morale survey. A volunteer ad hoc committee is in development, which will exist only over this summer to create the survey. Faculty members are encouraged to volunteer for the committee, or submit input on topics/questions. It will be a short survey with a few questions with opportunities for responses. This will not be a personnel evaluation, and names will not be on the surveys. This is an opportunity for faculty to provide feedback about decisions, not about individuals. There will be a break down to the college level, but not to the departmental level. The goals of the survey are: to provide an opportunity to create a collective faculty voice concerning administrative decisions, and to provide an opportunity for faculty to make suggestions.

   B. Senator and Parliamentarian Aycock thanked everyone for serving with him in the Faculty Senate and let everyone know how great they are. He wished everyone the best in the coming year and thanked them for their encouragement and support over the last five years. Chair Gates thanked Parliamentarian Aycock for all of his help as parliamentarian.

VI. Adjournment at 4:23pm
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<td>3</td>
<td>Motion FS 15-16/05-02 to approve the changes regarding the Academic Governance Handbook passed.</td>
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<td>4</td>
<td>Motion to amend the Voting Right Resolution to replace “…include amendments to the Constitution that would address Article I…” with &quot;be it resolved, that the Appalachian State University Faculty Senate make it a priority next year to amend the faculty constitution in a way that would address Article I&quot;, passed.</td>
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<td>5</td>
<td>Motion FS 15-16/05-03 to approve the Voting Rights Resolution (Appendix C) passed.</td>
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<td>6</td>
<td>Motion to adjourn passed.</td>
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Recommended Changes 2014-2015

1. Graduation-Commencement Walkers
   Committee recommends deleting this section of the Academic Governance Handbook.
   Information appears in the Undergraduate Bulletin (Fall 2015)

2. Academic Load
   Committee recommends deleting this section of the Academic Governance Handbook.
   Information appears in the COE POS and COE Student Manual.
   Edits to the COE UG Bulletin and Grad Bulletin were considered, but are unnecessary.

3. Admissions Policies-Exceptions
   Committee recommends deleting this section of the Academic Governance Handbook.
   Information appears in the Undergraduate and Graduate Bulletins.

4. Catalog Adoption
   Committee recommends deleting this section of the Academic Governance Handbook.
   Information appears in the Undergraduate and Graduate Bulletins.

5. Student records-Policies and procedures concerning the release of student information
   Committee recommends deleting this section of the Academic Governance Handbook.
   Information appears in sections 105 and 800 of the Policy Manual.

6. Grade Changes
   Committee recommends deleting this section of the Academic Governance Handbook.
   Edits will be made to the Faculty Handbook to include this information.
   The Faculty Senate will vote on edits to the Faculty Handbook in the April 2016 meeting.
8. Independent study
   Committee recommends deleting this section of the Academic Governance Handbook. Edits will be made to the Faculty Handbook to include this information. The Faculty Senate will vote on edits to the Faculty Handbook in the April 2016 meeting. Student information appears in Undergraduate and Graduate Bulletins.

9. Individual study
   Committee recommends deleting this section of the Academic Governance Handbook. Edits will be made to the Faculty Handbook to include this information. The Faculty Senate will vote on edits to the Faculty Handbook in the April 2016 meeting. Student information appears in Undergraduate and Graduate Bulletins.

10. Awarding degrees posthumously
    Committee recommends deleting this section of the Academic Governance Handbook. Edits will be made to add this information to the Policy Manual. The Chancellor’s Cabinet will vote on the addition of this policy in the April 2016 meeting.

**Nov 30th Meeting**

11. Selected topics course – guidelines
    Committee recommends editing this section of the Academic Governance Handbook.

12. Scheduling of courses to be offered for credit
    The committee recommends editing this section of the Academic Governance Handbook.

13. Change of course
    Committee recommends deleting this section of the Academic Governance Handbook. Information appears in the drop/add, dropping a course section of the UG and Grad. Bulletins.

14. Leave of absence
    Committee recommends deleting this section of the Academic Governance Handbook. Information appears in the Graduate Bulletin.

**Jan 25th Meeting**

15. Instructional Assistance Program
    The committee recommends deleting this section of the Academic Governance Handbook. Information appears in the Academic Regulations portion of the Undergraduate Bulletin. Information appears in the Numbering of coursework portion of the AGH.

**Feb 29th Meeting**

16. Numbering of coursework
    The committee recommends editing this section of the Academic Governance Handbook.

17. Academic Governance
    The committee recommends editing this section of the Academic Governance Handbook.

18. The Academic Policies and Procedures Committee
    The committee recommends editing this section of the Academic Governance Handbook.
19. Curriculum Approval Process Flow Chart
   The committee recommends editing this section of the Academic Governance Handbook.
   Information appears on the AP&P website

Pending Changes 2016-2017
1. Centers and Institutes
   Deletion of AGH section will be recommended in the future if edits are made to the Policy Manual.
   The committee recommends editing and adding this section to the Policy Manual.
   Alan Utter is working to edit this document and propose addition to the Policy Manual.

2. Change of major
   Deletion of AGH section will be recommended in the future if edits are made to UG Bulletin.
   The committee recommends editing and adding this section of the AGH to the UG Bulletin.
   Information appears in the Graduate Bulletin.
   Proposal has been submitted to edit the Undergraduate Bulletin (Fall 2017).

3. Incomplete grades
   Deletion of AGH section will be recommended in the future if edits are made to UG Bulletin.
   Information appears in the Undergraduate Bulletin-Academic Regulations.
   Information appears in the Graduate Bulletin-Incompletes-No edits are required.
   Committee recommends editing the Undergraduate Bulletin.
   Proposal has been submitted to edit the Undergraduate Bulletin (Fall 2017).

4. Request to take coursework at another school
   Deletion of AGH section will be recommended in the future if edits are made to UG Bulletin.
   The committee recommends editing this section of the UG Bulletin.
   Proposal has been submitted to edit the Undergraduate Bulletin (Fall 2017).

2015-2016 Subcommittee Meeting Minutes
November 13, 2015

February 29, 2016

November 30, 2015

January 25, 2016
Appendix B     April 25, 2016     Proposal for the Tuition Appeals Committee

Offered by Susan Davies, Associate Vice Chancellor for Enrollment Management
Updated April 20, 2016

Since 2010 a Tuition Surcharge Appeals Board (TSAB) has existed to review the student appeals of tuition surcharge. This TSAB is a required component of the North Carolina state law on tuition surcharge. The TSAB has been chaired by the Associate Vice Chancellor for Enrollment Management and has included one Associate Dean, two faculty (appointed by Deans) and three staff representatives – one each from the Learning Assistance Program, Office of Financial Aid, and Office of Transfer Services. During the 2015-2016 academic year, the TSAB reviewed the following number of waiver requests: 28 in the fall and 36 in the spring. Students must submit the waivers by a specified deadline, so all requests are reviewed during one meeting, lasting about 3 hours, in November and in March.

Beginning in 2014, UNC FIT required that each university have a refund appeals process. This process had not previously existed at Appalachian. A form was created and students began to appeal; however, no formal committee was created. During the 2015-2016 academic year, an (ad hoc) Tuition Refund Appeals Board was formed that includes the Registrar, University Treasurer, Controller, Dean of Students, and Director of the Office of Disability Services. This (ad hoc) Tuition Refund Appeals Board has reviewed approximately 10 refund appeals during the 2015-2016 academic year. These appeals are submitted on a rolling basis, and therefore require a monthly meeting to review.

This proposal is to combine the Tuition Surcharge Appeals Board and the (ad hoc) Tuition Refund Appeals Board into one Tuition Appeals Committee, which will meet once/month to review any student appeal of tuition charges.

The faculty and staff serving on the 2015-2016 TSAB have felt unable to make professional judgements of extraordinary hardship related to medical, disability, and psychological hardships. Therefore, they recommended that representatives from the Office of Disability Services, Health Services, and the Office of the Dean of Students should serve as advisors to the Tuition Appeals Committee, as needed, to provide a perspective on these cases. These advisors could attend only portions of the meeting or could advise the chair of the Tuition Appeals Committee on particular circumstances.

Committee members shall serve a three-year term.

Proposed text in the Faculty Handbook:
TUITION APPEALS COMMITTEE

• Members on Committee: 7 members consisting of 4 faculty and 3 staff. Four faculty shall represent four different colleges. The three staff shall represent the Learning Assistance Program, Office of Financial Aid, and Office of Transfer Services. The Registrar and University Treasurer shall serve as ex-officio members. The Associate Vice Chancellor for Enrollment Management and Associate Vice Chancellor for Business Affairs will convene the first meeting and facilitate the selection of a chair, or co-chairs, from among the voting members of the committee.

• Report to: The Provost and Executive Vice Chancellor.

• Areas of Responsibility: Review and make decisions on appeals for tuition surcharge and tuition and fee refunds based upon evidence of “Other extraordinary hardship—‘Hardship of any kind which, despite responsible handling, resulted in the substantial disruption or interruption of the student’s pursuit of a degree.”
Resolution Text

Whereas, Faculty Senate is considering organizing a full meeting of faculty to consider changes to the Faculty Constitution, and

Whereas, a pressing need to update the Constitution in regards to voting rights for special faculty members was identified in the 2015 University Non-Tenure Track Annual Report, and

Whereas, waiting any longer to update the Constitution would further marginalize full-time faculty members on this campus; therefore, be it

Resolved, That the Appalachian State University Faculty Senate include amendments to the Constitution that would address Article I - Composition of the Faculty to include clinical, research, and senior lecturer ranks so that these faculty may have the right to hold faculty offices and to vote in faculty meetings and faculty elections and in departmental and college committees on which they serve except as noted in Article II, Section 3.

Background for Resolution

Note that this language:

*may have the right to hold faculty offices and to vote in faculty meetings and faculty elections and in departmental and college committees on which they serve except as noted in Article II, Section 3.*

Is lifted directly from section 2 of article I. Here are articles I & II of the Constitution:
I’m also including the specific recommendation from the NTT report and a copy of the letter from general counsel regarding this issue on the next page.

The 2015 NTT report contained a recommendation (recommendation E beginning on page 11) which is summarized below:

*Full-time faculty members with the “clinical” and “research” prefix should be afforded the same voting privileges as other NTT faculty (lecturers and senior lecturers). In order to accomplish this, the Committee recommends a full faculty vote to revise the Faculty Constitution.*

*Note that in the resolution I added “senior lecturers” since this specific rank is not mentioned in constitution either.*

Finally, beginning on the next page is a copy of a memo from general counsel regarding this issue:
The question has been raised whether individuals designated as "clinical faculty," "research faculty," or "adjunct faculty" may: (1) hold faculty offices and vote in faculty meetings and faculty elections and in departmental and college committees on which they serve; or (2) serve on and participate in election of members to departmental personnel committees.

The answer is no on both counts.

The governing principles are stated in the Faculty Constitution and the Faculty Handbook.

Article I of the Faculty Constitution ("Composition of the Faculty") states that: "The faculty shall consist of those persons employed by Appalachian State University who hold the rank of instructor, assistant professor, associate professor, professor, and lecturer; and also those persons appointed as emeriti faculty and adjunct faculty."

Faculty Handbook Section 3.4.2.8.2 governs Special Faculty Appointments of "[f]aculty members who are appointed as visiting faculty members, adjunct faculty, lecturers, artists-in-residence, writers-in-residence or other special categories..." Section 3.4.2.8.2 emphasizes that "[s]uch an appointment characterized by any of the foregoing title designations is appropriate for one who has unusual qualifications for teaching, research, academic administration, or public service but for whom neither the professorial ranks nor the instructor rank is appropriate because of the limited duration of the mission for which the appointment is made, or because of concern for continued availability of special funding for the position, or for other valid institutional reasons."

Although "lecturers" and "persons appointed as adjunct faculty" are part of "the faculty" for purposes of Article I, none of the other categories of "special faculty members" is included in "the faculty." In other words, persons appointed as "visiting faculty members, . . . artists-in-residence, writers-in-residence or other special categories" are not part of "the faculty" for purposes of Article I.

The term "clinical" appears in the Faculty Handbook only once in Section 4.4.2.2 (re: part-time faculty appointments). Section 4.4.2.2 provides (among other things):

Appointments may be made to fixed-term faculty ranks with title designations including, but not limited to, "lecturer," "artist-in-residence," "practitioner-in-residence," "writer-in-residence," and any of the faculty rank designations provided in sections 3.4.2.4
through 3.4.2.7 with the prefix-qualifier "adjunct," "clinical," or "research," under the conditions and with the incidents therein provided. . . .

However, if a person is appointed as "clinical faculty" (e.g., clinical assistant professor) or "research faculty" (e.g., research assistant professor) on full-time basis (i.e., not on a part-time basis), such an appointment necessarily will be a "Special Faculty Appointment" within the meaning of Section 3.4.2.8.2, and "clinical" and "research" (in the context of Special Faculty Appointments) necessarily are two of the "other special categories" referenced in Section 3.4.3.8.2. Indeed, as in Section 3.4.2.8.2, Section 4.4.2.2 E in identical language E states that "[s]uch an appointment characterized by any of the foregoing title designations is appropriate for one who has unusual qualifications for teaching, research, academic administration, or public service but for whom neither the professorial ranks nor the instructor rank is appropriate. . . ."

Thus, the appointment of a full-time "clinical" or "research" faculty member is a special faculty appointment pursuant to Section 3.4.2.8.2, and such persons are not members of the faculty for purposes of Article I of the Faculty Constitution.

Article II, Section 2, provides that: "[a]ll members of the faculty, excluding emeriti faculty, adjunct faculty, and part-time faculty teaching less than six (6) hours per semester, have the right to hold faculty offices and to vote in faculty meetings and faculty elections and in departmental and college committees on which they serve except as noted in Article II, Section 3." Because "clinical" and "research" faculty members are not members of the faculty pursuant to Article I, they may not "hold faculty offices and . . . vote in faculty meetings and faculty elections and in departmental and college committees on which they serve. . . ."

Article II, Section 3, provides that: "[c]hose eligible to serve on and participate in election of members to departmental personnel committees are full time faculty in the ranks of lecturer, instructor, assistant professor, associate professor, and professor." Because "clinical" and "research" faculty do not hold one of the specified professorial or instructor "ranks," and because they are not members of the faculty pursuant to Article I, they may not "serve on and participate in election of members to departmental personnel committees." Indeed, pursuant to Faculty Handbook Section 3.4.2.8.2 (or Section 4.4.2.2), they are persons "for whom neither the professorial ranks nor the instructor rank is appropriate."

Likewise, adjunct faculty are excluded by Article II, Section 2, from "hold[ing] faculty offices and . . . vot[ing] in faculty meetings and faculty elections and in departmental and college committees on which they serve," and they are excluded by Article II, Section 3, from "serv[ing] on and participat[ing] in election of members to departmental personnel committees" because they are not "full time faculty in the ranks of lecturer, instructor, assistant professor, associate professor, and professor."

Finally, the foregoing analysis applies to preclude Article II, Section 2 and 3 voting rights with respect to any persons (other than lecturers) who do not hold one of the faculty ranks specified in Article I. Conversely, a person whose appointment is to an Article I faculty rank may have any sort of modifier preceding his or her rank (other than "adjunct" or "emeritus") without altering voting status. Thus, the
"Brand X Distinguished Professor of Marketing" may vote if that person an Article I professor, but not otherwise. The modifier "Brand X Distinguished" is a title, not a Title I faculty rank. For purposes of deciding whether a person may vote under Article II, Sections 2 and 3, faculty rank, not title, is determinative.