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| <b>Title: Interdisciplinary Faculty</b>            | <b>Policy No: 3.14</b>      |
| <b>Category: Academic Administrative Processes</b> | <b>Effective: Fall 2009</b> |

**Policy Statement:**

An interdisciplinary faculty member has expertise/faculty credentials and will have collegiate professional responsibilities in more than one discipline area. He/she will have teaching responsibilities in more than one discipline or in coursework that involves multi-discipline curricula. Courses taught by this faculty member may be interdisciplinary or discipline specific.

There are two types of interdisciplinary faculty members - intracollege interdisciplinary and intercollege interdisciplinary.

A. Intracollege interdisciplinary faculty member\* – all disciplines in which the faculty member has expertise and teaches are housed within the same college (but not necessarily within the same department). The standard college policies and processes will apply.

1. The dean of the college will assign a “home department.”
2. Compensation will be based on an average of salaries from the respective disciplines in which the interdisciplinary faculty member has expertise and teaches. The formula for calculating this average will take into account the relative amount of teaching in each discipline.
3. Searches and recommendations for hiring will be conducted in the manner outlined in the faculty handbook and will include faculty member representation from departments housing all relevant disciplines in which the interdisciplinary faculty member has expertise and will teach.
4. College policies will govern tenure and promotion within the guidelines of the hiring contract.
5. Department chairs from the disciplines in which the faculty member teaches will participate in the pre-tenure and post-tenure review processes and in the tenure and promotion process as outlined in the Faculty Handbook.

B. Intercollege interdisciplinary faculty member\* – at least one discipline in which the faculty member has expertise and is teaching resides in a differing college. In this case,

1. The Provost / Vice President for Academic Affairs will assign a “home department” for the faculty member, and assign a CUPA category for salary.
2. The “home department” chair will supervise the faculty member with input from the department chair of other disciplines in which the faculty member teaches.
3. Searches and recommendations for hiring will be conducted in the manner outlined in the faculty handbook and will include faculty member representation from departments housing all relevant disciplines in which the interdisciplinary faculty member has expertise and will teach.

4. The tenure and promotion policies for the college housing the faculty member's assigned "home department" will apply within the guidelines of the hiring contract.
5. Department chairs from the disciplines in which the faculty member teaches will participate in the pre-tenure and post-tenure review processes and in the tenure and promotion process as outlined in the Faculty Handbook.

\*The interdisciplinary faculty member may have a tailored hiring contract, outlining special expectations for the position.

**Background:**

Following national trends and the 2004 Academic Affairs long-term academic goals of supporting learning collaborations, more UCO courses and programs are becoming interdisciplinary. It is envisioned that in the near future, more faculty with multi-discipline expertise will be hired to teach across discipline and, in some instances, college lines. The University does not have a formal structure governing the standards or processes for a faculty member with multi-discipline and/or multi-college professional responsibilities.

**Purpose:** To define and formulate guidelines for hiring, supervising and evaluating interdisciplinary faculty.

**Implementation Date:** August 2009

**Related Procedures:** Faculty Handbook

**Coordinating Offices:** Academic Affairs, Employment Services,

**Academic Affairs Point of Contact:** Vice President for Academic Affairs

**Policy approved by the Provost/Vice President for Academic Affairs on June 15, 2009.**

**Key Words:** Interdisciplinary Faculty