

History of Specialists



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The Evolution

- 1942 first rules of faculty tenure – 30% possessed doctorate
- 1946 rules suspended w/influx of WWII student population
- 1952 tenure rules revised – 45%
- Late 50s trends:
 - Large number instructors w/o doctorates (2-2-3 year)
 - Large number positions filled w/people w/o terminal degree in field of specialty
 - 67% w/doctorate





Progress

- 1959 Specialist Classification Created
 - Job security system established to encompass specialists
- 1977 Operating procedures formalized
 - Growth in numbers
 - Positions evolved to meet Teaching, Research & Outreach Goals

An Evolution...

- Late 70s - Increased number academically oriented positions didn't fit traditional definition of faculty
 - Positions filled by specialists
- Nature of specialist appointments -- Confusion existed among faculty, staff, administrators
- Early 80's – Assistant Provost Robert Banks drafts definition of policies & operating principles Job Security System



The background of the slide is a photograph of a university campus. In the foreground, there is a large, curved green area that serves as a backdrop for the text. Behind this green area, a paved walkway leads towards a building. To the left of the walkway, there are several flower beds with white and red flowers. In the background, a building with a sign that reads "CENTER FOR PERFORMING ARTS" is visible. There are also some trees and a few people walking on the path.

Document Review

- Personnel Policies Subcommittee of University Committee on Faculty Affairs (UCFA) & UCFA as a whole
- The Council of Deans
- Women's Advisory Committee to the Provost (WACP)
- Open Specialist forum



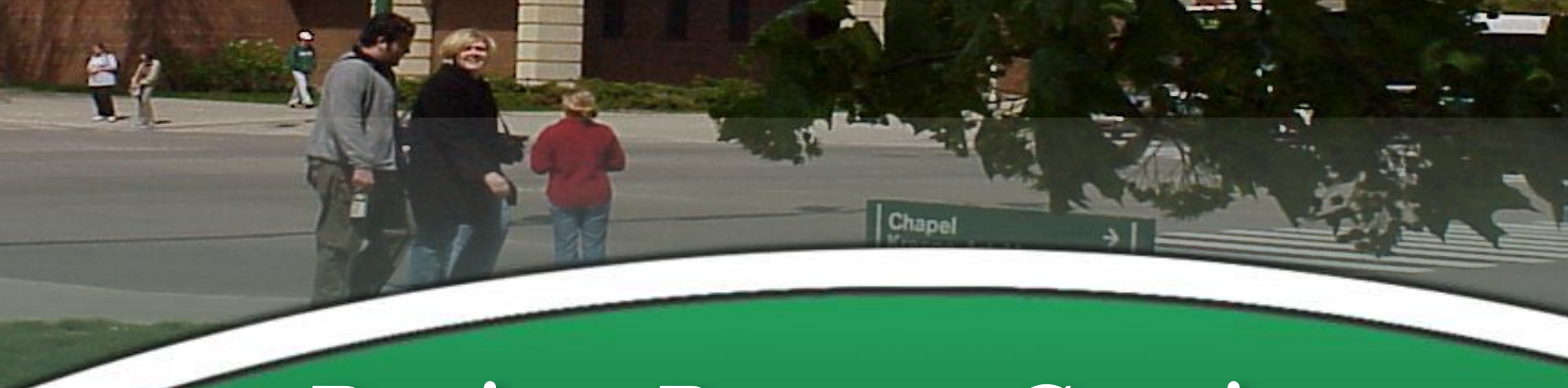
Document Refinement

- Adhoc committee formed
 - Interest challenges because of diverse group -- E.g. Continuing Education – Research specialist - terminal degrees vs. other Teaching, or Outreach (CT's & AP's Educational Assistance)



Phase One – Adhoc Committee

- Summer 1988 – Draft Academic Specialist Appointment System Policies, Procedures and Operating Principles (ASAS PPOP)
 - Major Recommendations:
 - ✓ Incorporate Specialist in Academic Governance
 - ✓ 3 ranks of Specialists
 - ✓ 5 functional areas – academic, mgt, advising, research, service, teaching



Review Process Continues

- January 1989 – Office of the Provost reviews analysis

Analysis Results Shared:

- Council of Deans
- Office of the General Counsel/Vice President for Legal Affairs
- Women's Advisory Committee

A background image showing a sunset over the ocean. The sun is a bright, glowing orb in the upper right corner, casting a warm orange and yellow light across the sky. The ocean is visible in the lower half, with gentle waves. A white curved line separates the ocean from a green curved area below it.

Concerns Raised

- Number of Ranks
- Representation for AS
- Desire to combine advising & teaching into one functional area
- Professional Development Support
- Overlap of Specialist & AP positions

Committee Reconvenes

- January 1991 One more iteration of PPOP Document
- July 1991 Presented to Provost Scott
 - Committee agreed on concept of Advisory Committee to Provost as vehicle for representation – approved 1992
 - Combined teaching & advising functional areas
 - Ex-officio membership on UCFA & University Committee on Curriculum (UCC), University Committee on Student Affairs (UCSA) – only UCFA ex-officio was approved

Specialist Classification Study 1992

- 449 Positions Evaluated

- 351 Remained Specialist

- 113 Advising, 56 Teaching, 9 Cur. Dev. 9, 116 Outreach

- 48 Shifted to Support Positions

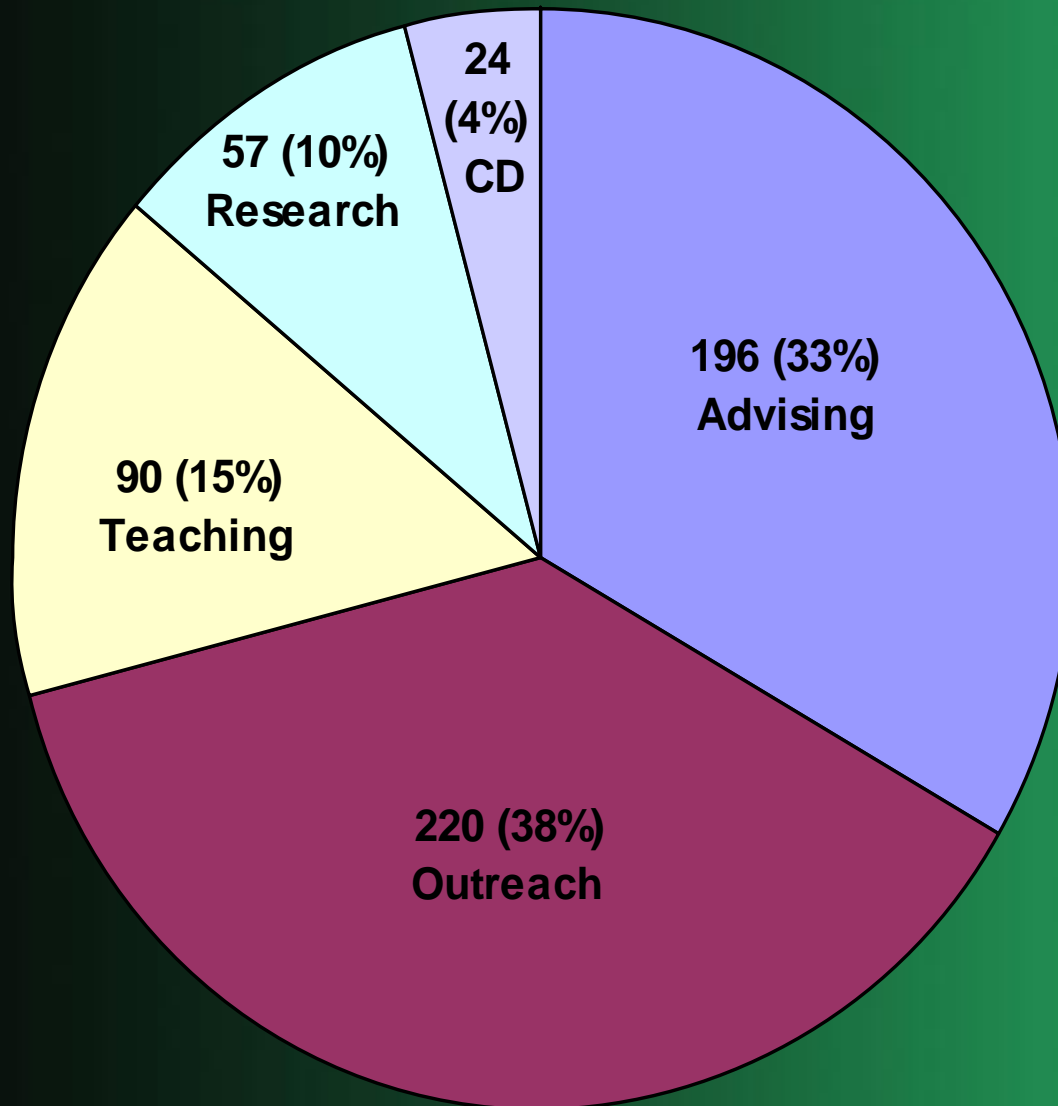
- 30 APA, 9 APSA, 4 CTU, 4 Non-union, 1
Service/Maintenance

- 50 Removed from study – primarily positions w/end-dates

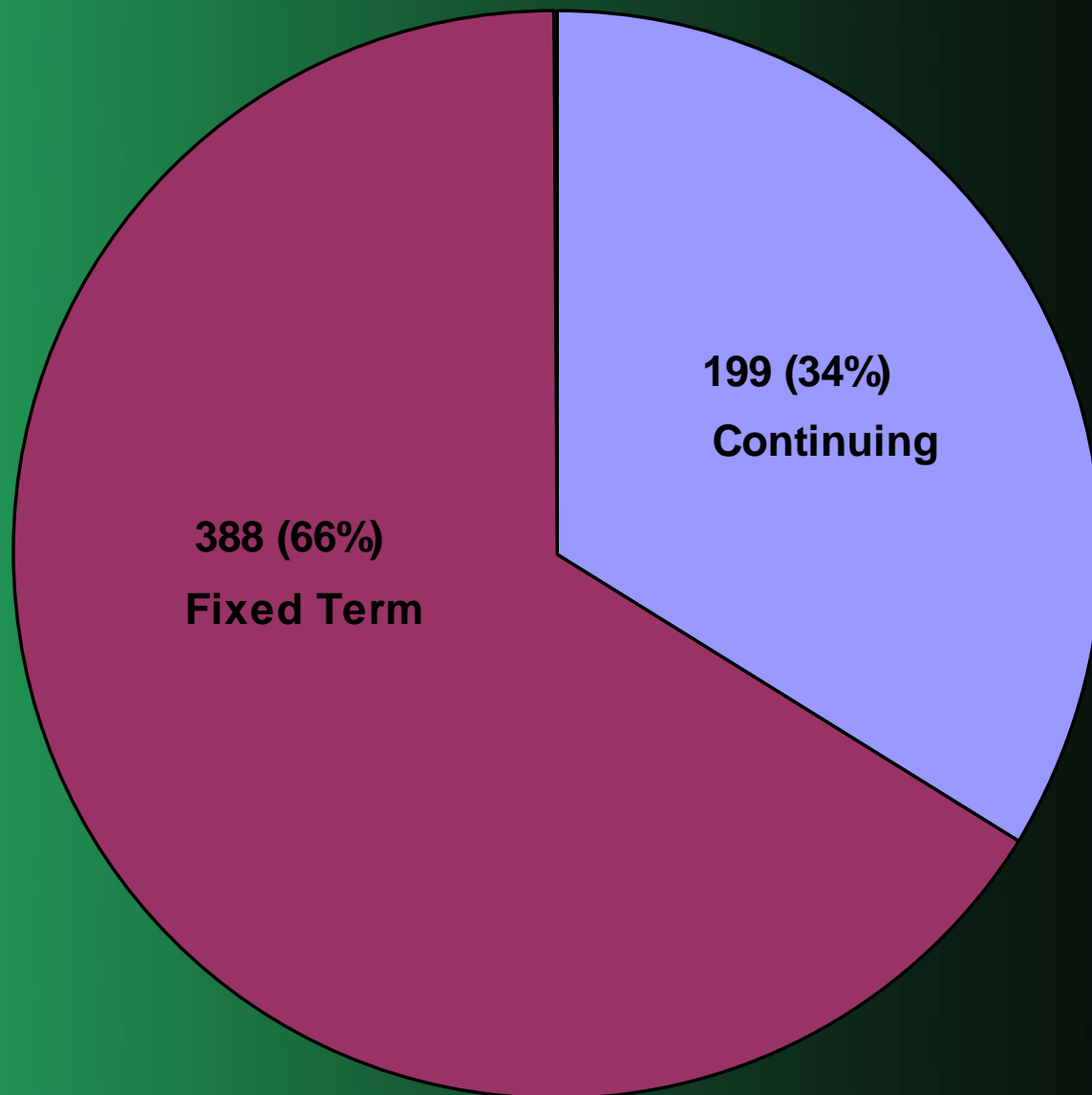
1993 - Present

- Pilot Program & Subsequent approval of Professional Development Program
 - \$100K p/yr - 24 fte
- Distinguished Academic Staff Awards
- Representation on numerous committees
 - Faculty Voice, Health Care

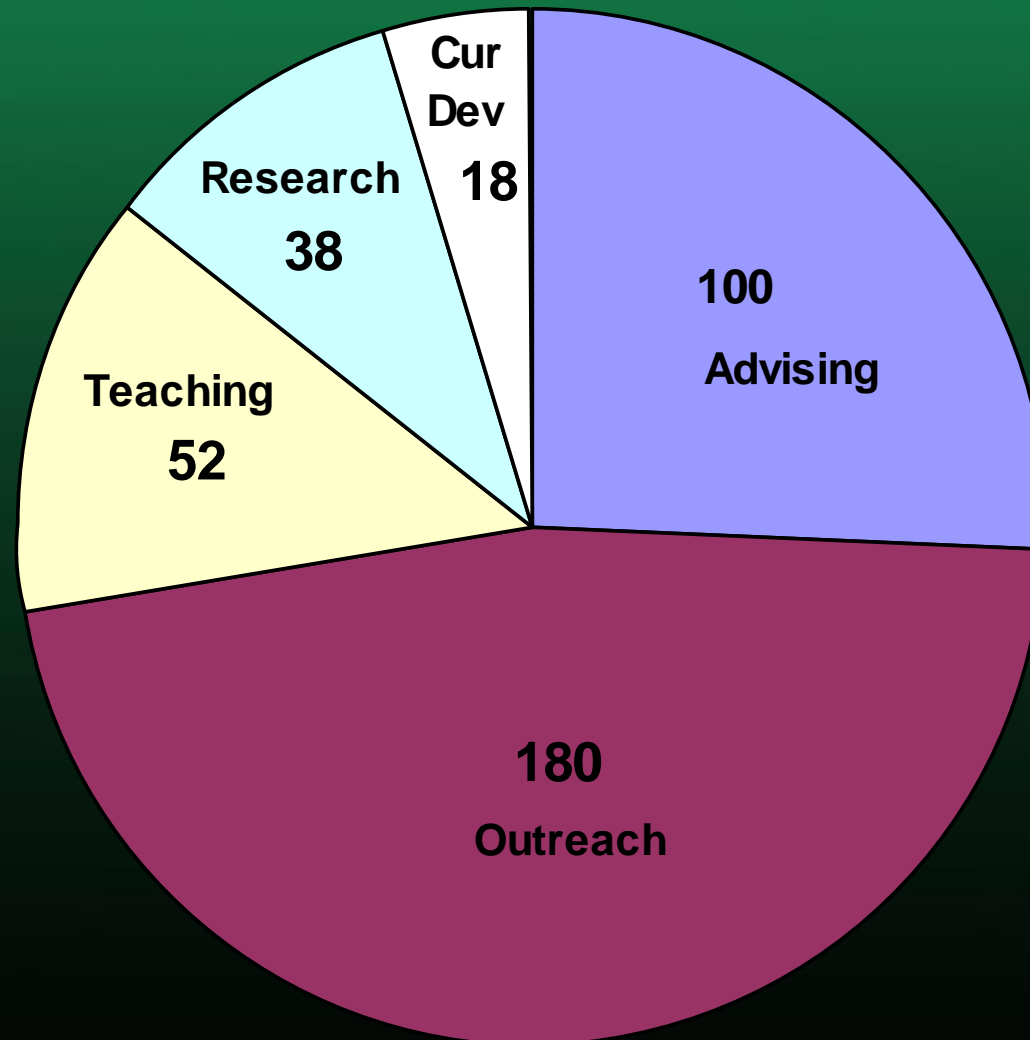
Functional Area *587 Specialists*



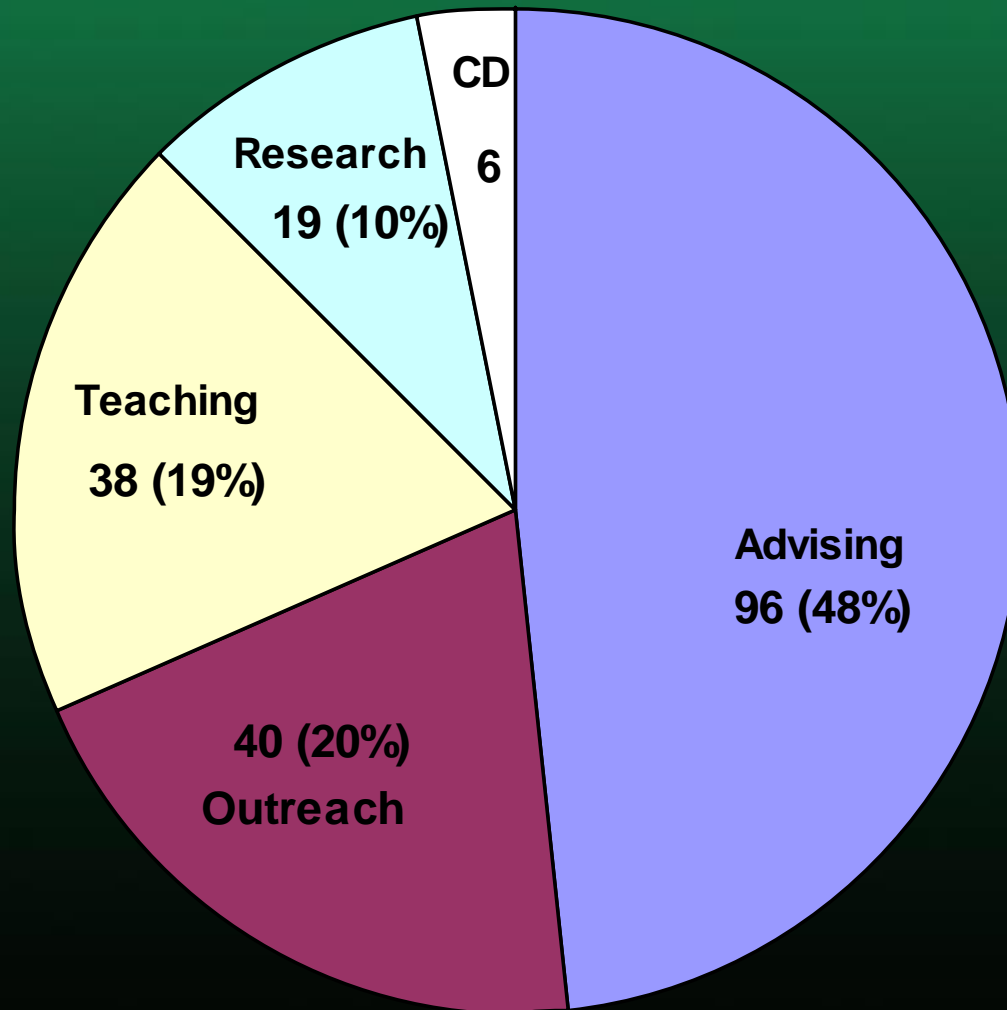
587 Specialists



388 Fixed Term Specialists



199 Continuing Specialists



The future...

A very exciting future awaits
Michigan State University Specialists

Your input is important
Consider Running for ASAC or Serving on a Committee



