



3.1.1 Academic Titles

Chapter 3 - Faculty	Original Effective Date: February 2000
Section: 3.1 Academic Titles	Date Last Reviewed: May 2022
Responsible Entity: Vice President for Academic, Faculty and Student Affairs	Date Last Revised: May 2022

I. Purpose

The purpose of this policy is to define the categories of faculty titles, including honorific titles to be used for faculty appointments at The University of Texas Health Science Center at San Antonio (UT Health San Antonio).

II. Scope

This policy applies to all employees holding faculty appointments at UT Health San Antonio.

III. Policy

All faculty positions are identified by titles in the Regents' Rules and Regulations, [Rule 31001](#): Faculty Appointments and Titles.

A. Full-time Faculty Status and Titles

A full time faculty member is any individual holding an academic title listed below, and is in compliance with full-time academic service standards at UT Health San Antonio when he/she is compensated for 100% effort by UT Health San Antonio, or by UT Health San Antonio and affiliated institutions, with the approval of the president; and, the responsible dean(s) and chair(s) certify that regular, recurring teaching assignments along with research responsibilities and assigned responsibilities, in any approved combination thereof, equal full-time effort in an academic titled position.

1. Tenure Titles

Professor, Associate Professor, and Assistant Professor are the only academic titles in which faculty members may hold tenure or be on the tenure track. Faculty with these titles may also simultaneously hold honorific titles such as those described below in Subsection C. Honorific Titles, except for the title of Regental Professor.

3.1.1 Academic Titles

2. Non-Tenure Titles

- a. Tenure may not be awarded to persons holding the following titles nor does time in these academic titles count toward the maximum probationary time toward tenure. The only exception is the title of Instructor. Time under the Instructor title may be applied to the maximum probationary period if explicitly approved and put in writing by the appropriate dean and the vice president for academic, faculty and student affairs.
- b. Individuals appointed to full-time or part-time positions for the primary purpose of patient care and other service activities or to full-time or part-time positions for the primary purpose of research activities will be given one of the following titles. These individuals may also be assigned teaching responsibilities in fulfillment of the institution's educational mission.
 - i. Professor/Clinical of (title of specialty) or Professor/Research of (title of specialty)
 - ii. Associate Professor/Clinical of (title of specialty) or Associate Professor/Research (title of specialty)
 - iii. Assistant Professor/Clinical of (title of specialty) or Assistant Professor/Research (title of specialty)
 - iv. Instructor/Clinical of (title of specialty) or Instructor/Research of (title of specialty)
- c. For persons appointed to these positions, all appointment letters, personnel forms, budgets, and other official documents of UT Health San Antonio shall state in parenthesis following the name and title of the individual either (nontenured clinical appointment) or (nontenured research appointment), as appropriate.
- d. Service in these positions shall not be credited as faculty service toward satisfaction of a required probationary period for the award of tenure. Appointment to these titles is for a stated period of time not to exceed one (1) academic year. Such appointments shall terminate upon expiration of the stated period without notification. Reappointments may be offered to individuals holding these titles.

B. Other Non-Tenure Titles (Part-time or Full-time)

1. Instructor

- a. This title denotes a probationary appointment as a member of the faculty. During the period of probationary appointment to this rank, the scholarly competence, teaching performance and professional promise of the faculty member will be evaluated.

3.1.1 Academic Titles

- b. Appointments shall be for a period of time not to exceed one (1) academic year. Academic service time accrued while in the rank of Instructor will apply to the probationary time toward tenure.
- c. Termination of a faculty member in this title will be with due notification of non-renewal in accordance with Regents' Rules and Regulations [Rule 31008](#): Termination of a Faculty Member.

2. Lecturer Titles

Appointment to Lecturer titles will be for a period of time not to exceed three (3) academic years. Such appointments shall be terminated at the expiration of stated period of the appointment without notification of nonrenewal. Reappointments may be offered to individuals holding these titles if determined to benefit UT Health San Antonio.

a. Lecturer

This title may be used for individuals who will serve as teachers and whose teaching experience and qualifications are comparable to those of faculty members in untenured, tenure-track positions. UT Health San Antonio may identify up to three divisions within this rank to be designated Lecturer I, Lecturer II, or Lecturer III.

b. Senior Lecturer

This title may be used for individuals who augment and complement regular teaching faculty and who demonstrate excellence in service and performance in their experience and qualifications.

c. Distinguished Senior Lecturer

This title may be used for individuals who will augment and complement regular teaching faculty and who demonstrate excellence in service and performance in their experience and qualifications.

3. Faculty Associate

This title may be used for an individual who is participating in non-teaching clinical practices or for an individual assigned to a research or non-teaching center, institute, or other unit or interdisciplinary program.

4. Specialist

This title may be used for professional individuals who serve as practitioners in specific areas of instruction, training, or supervision. Upon approval of the president, the title may carry appropriate descriptive prefixes so as to indicate the specific area of proficiency.

5. Visiting Professor, Visiting Associate Professor and Visiting Assistant Professor

These titles are used only for temporary appointments of individuals either visiting from other institutions where they hold similar ranks or who are brought to the

3.1.1 Academic Titles

University on a trial basis. Such appointments are limited to two (2) years and are not renewable.

6. Adjunct Professor, Adjunct Associate Professor and Adjunct Assistant Professor

These titles may be used when a qualified individual from business, industry, government, private practice, or another institution of higher education may be participating teaching, research, and/or clinical care at a U.T. institution. Appointments to the faculty with an adjunct title may be with or without pay and shall be for a stated period of time not to exceed one (1) academic year. Such appointments shall terminate upon expiration of the stated period of appointment without notification of nonrenewal.

7. Clinical Professor, Clinical Associate Professor, Clinical Assistant Professor, Clinical Instructor, Senior Clinical Instructor and Distinguished Clinical Instructor

These titles may be used to designate regular part-time or full-time service on the faculty while involved in research or a professional clinical experience program or research program. Appointments to the faculty with a clinical title may be with or without salary and shall be for a stated period of time not to exceed one (1) academic year. Such appointments shall terminate without notification upon expiration of the stated period of appointment. Reappointments may be offered to faculty members holding these titles.

8. Adjoint Professor, Adjoint Associate Professor and Adjoint Assistant Professor

These titles may be used to designate faculty who serve the institution in cooperative or joint programs pursuant to a memorandum of understanding (MOU), cooperative research and development agreement, or similar partnership instrument. Individuals holding these titles will be employees of and compensated by the partnership organization. They will not be deemed employees of UT Health San Antonio. They will, however, have the same obligations, responsibilities, and authority as regular faculty employed directly by UT Health San Antonio when performing faculty functions pursuant to the agreement. Appointments will usually be part-time for the purpose of supervising theses and dissertations or for the teaching of highly specialized courses but may be full-time. The term of the appointment shall be specified in a written agreement with the partner organization.

C. Honorific Titles

Faculty members may hold multiple honorific titles at the same time.

1. Regental Professor

- a. Any faculty member awarded the Nobel Prize or who has in the past been awarded the Nobel Prize may, upon recommendation of the president of the institution, the appropriate executive vice chancellor, and the chancellor, be given the title Regental Professor by the Board.

3.1.1 Academic Titles

- b. Due to the great honor associated with the award of a Nobel Prize, institutional tenure is awarded to Regental Professors by virtue of the appointment to this rank.

2. Distinguished Teaching Professor

In recognition of their significant contributions to education, members of an institutional academy of distinguished teachers may use the honorific title of Distinguished Teaching Professor. The use of this title may be conferred or removed only upon approval in accordance with procedures included in the Institutional Handbook of Operating Policies (IHOP).

3. Regents' Research Scholar

The Regents' Research Scholar program ended in 2017 and this title is no longer offered; however, faculty members with the title may retain it at U.T. institutions. Under the program, a tenure-track faculty recruit was eligible for the title.

4. Distinguished Research Professor

In recognition of their significant contributions to research, members of an institutional academy of distinguished researchers may use the honorific title of Distinguished Research Professor. This title may be conferred or removed only upon approval in accordance with procedures included in the IHOP.

5. Distinguished University Professor

In recognition of their significant contributions through membership in the National Academies (e.g., Medicine, Engineering, Science, Humanities) or an equivalent recognition, faculty may use the honorific title of Distinguished University Professor. This title may be conferred or removed only upon approval in accordance with procedures included in the IHOP.

6. Distinguished Service Professor

In recognition of their significant contributions through service to their institution or U.T. System; the profession; and/or the community, state, or nation, faculty may use the honorific title of Distinguished Service Professor. This title may be conferred or removed only upon approval in accordance with procedures included in the IHOP.

D. Emeritus Titles

The title of Emeritus is conferred as described in IHOP [3.1.3 Emeritus](#).

E. Student, Trainee or Other Non-Faculty Titles

1. Assistant Instructor and Graduate Teaching Associate

These titles may be used for:

- a. Enrolled graduate students or trainees (e.g., chief residents or fellows) who are teaching part-time or full-time and are the instructors of record for a course; or

3.1.1 Academic Titles

b. Individuals who, because of the nature of their duties, so not qualify for one of the usual academic titles.

2. Graduate Teaching Assistant

This title may be used for graduate students who are not the instructor of record for a course but are employed on a part-time basis and assist faculty.

F. Departures from an Administrative Position

1. Administrative and academic (faculty) titles, duties, and pay rates for individuals who hold both administrative and academic appointments are distinct and severable.
2. Departure or removal from an administrative position does not impair the individual's rights and responsibilities as a faculty member.

IV. Definitions

There are no defined terms used in this policy.

V. Related References

Regents' Rules and Regulations

[Rule 31001](#): *Faculty Appointments and Titles*

[Rule 31008](#): *Termination of a Faculty Member*

VI. Review and Approval History

- A. The approving authority of this policy is the University Executive Committee.
- B. The review frequency cycle is set for three years following the last review date, a time period that is not mandated by regulatory, accreditation, or other authority.

Effective Date	Action Taken	Approved By	Date Approved
02/2000	Policy Origination		
02/2017	Policy Revision		
05/2022	Policy Review w/revisions	Executive Committee	05/16/2022