

**Proposal to Clarify Faculty Policies and Procedures**  
**3.05.H. Regarding the Policy on Academic Staff as Advisors**

Recent requests made of the Graduate School, and subsequent conversations between the University Committee and the Dean of the Graduate School, have revealed a need for clarification of a section of *FPP* relating to the role of academic staff. Section 3.05.H. (below) consists of a single sentence that could be interpreted to allow the dean of the Graduate School to grant academic staff authority equivalent to that of the graduate faculty with regard to the advising of graduate students. After discussion and analysis of other sections of *FPP*, as well as historical campus practice, the UC proposed a revision that it believed clarified the original intent of this section as granting academic staff the same rights as faculty members with regard to graduate training programs, but not with regard to advising graduate students. However, the first Senate reading of that revision made it clear that some departments do grant major advisor status to certain academic staff, notably federal scientists and CHS faculty. At the same time, some departments do not want academic staff to take on the role of major advisors, for a variety of reasons. After consultation with both kinds of departments, the UC proposes the language below to accommodate both scenarios. If this revision is approved, the Graduate School will develop policies for the executive committees of departments requesting an exception under the new language to justify the need, identify the relevant credentials, and supply appropriate documentation.

**Current 3.05.H.**

Upon the affirmative recommendation of the departmental executive committee, and approval by the dean of the Graduate School or other person or body designated by the graduate faculty, academic staff may advise graduate students and participate in graduate training programs on a basis similar to that of faculty members of the faculty of the Graduate School.

**Clarification (with markup)**

Upon the affirmative recommendation of the departmental executive committee, and approval by the dean of the Graduate School or other person or body designated by the graduate faculty, academic staff may advise graduate students as a committee member or co-chair, but not as sole major advisor, and they may participate in graduate training programs on a basis similar to that of ~~faculty members~~ of the faculty of the Graduate School. Exceptions may be granted by the dean of the Graduate School to to departments with written policies that allow certain academic staff members with documented research and mentorship experience whose primary job responsibilities included graduate education to serve as sole major advisor. These departmental policies must clearly indicate both the criteria that qualify an academic staff member to serve as sole major advisor as well as the departmental mechanisms that ensure that advisors are kept current on the requirements for serving in this capacity.

**Clarification (no markup)**

Upon the affirmative recommendation of the departmental executive committee, and approval by the dean of the Graduate School or other person or body designated by the graduate faculty, academic staff may advise graduate students as a committee member or co-chair, but not as sole major advisor, and they may participate in graduate training programs on a basis similar to that of the faculty of the Graduate School. Exceptions may be granted by the dean of the Graduate School to departments with written policies that allow certain academic staff members with documented research and mentorship experience whose primary job responsibilities included graduate education to serve as sole major advisor. These departmental policies must clearly indicate both the criteria that qualify an academic staff member to serve as sole major advisor as well as the departmental mechanisms that ensure that advisors are kept current on the requirements for serving in this capacity.