

Faculty Senate Motion as Amended  
Approved 3 May 2021

## Insert Language on NTT Teaching Professor Ranks into University Promotion and Tenure Guidelines, as amended

*Procedural note from Secretary: At the April Faculty Senate meeting, motion E.10 was amended in one place and postponed for further discussion until the May meeting. It appeared on the May agenda as Unfinished Business, item D.1.*

*At the May meeting, first a further amendment, and then a re-amendment to that amendment were moved and seconded. The re-amendment was approved without objection; then the modified amendment to the main motion was approved; then the main motion as amended was approved.*

*The text below is the final text after all changes, which Faculty Senate passed by a vote of 51 yes, 0 no, 1 abstain.*

### Motion 2021.05.03 D.1 as amended

At **III Ranks** in the *University Promotion and Tenure Guidelines*, insert the following  
**AFTER Assistant Professor Practice or Assistant Clinical Professor**

#### **Teaching Professor**

A non-tenure track faculty position. Typically, being hired into or promoted to this position requires a minimum of four years in rank as an Associate Teaching Professor. Recommendations for early promotion in cases of extraordinary achievement or special circumstances can be made at the department's discretion. Consideration for promotion immediately upon eligibility should occur only on the basis of extraordinary achievement. Length of time in rank is not a sufficient reason for promotion.

Promotion to the rank of Professor is based on demonstrated and sustained excellence in teaching, assessment, advising, and mentoring as well as significant contributions to innovative curriculum or pedagogy. The candidate's portfolio should document a record of distinguished accomplishments. Promotion to this rank also requires the faculty member to have provided leadership or significant contributions in the areas of governance and professionally-related service within the service parameters outlined for NTT in the current CBA. Evidence of the ability to work with, mentor, and advise students and graduate assistants/tutors/graders of diverse populations is required.

Criteria for promotion may include excellence in educational innovation, curriculum development, course design, and impact on student learning. A record of distinguished accomplishments may include wide dissemination of curriculum innovations evidenced by external adoption, awards from state, regional or national professional organizations, or other demonstration of significant impact. Additional

criteria may include significant contributions to governance and professionally-related service to the university and/or community outreach, and state or national recognition in the professional field.

While dissemination of scholarly research is not required, it may be used as evidence of educational innovation and teaching excellence. Such evidence may be indicated by appointments as a reviewer of peer-reviewed journals, publications, invited papers and presentations, honors, grants, and/or awards, and committee service and leadership with national or international professional associations.

### **Associate Teaching Professor**

A non-tenure track faculty position. Typically, being hired into or promoted to this position requires six years in rank as an Assistant Teaching Professor. Recommendations for early promotion in cases of extraordinary achievement or special circumstances can be made at the department's discretion. Length of time in rank is not a sufficient reason for promotion.

Promotion to the rank of Associate Teaching Professor is based on demonstrated excellence in teaching, assessment, advising, and mentoring as well as contributions to innovative curriculum or pedagogy. The candidate's portfolio should document a record of high quality and significance. Promotion to this rank also requires the faculty member to have provided leadership or significant contributions in the areas of governance and professionally-related service within the service parameters outlined for NTTF in the current CBA. An ability to work with, mentor, and advise students and graduate assistants / tutors / graders of diverse populations is required.

Criteria for promotion may include demonstrated expertise in teaching, the development and delivery of instructional materials and assessment, community-based work, ongoing engagement with the profession through participation in state, regional, or national organizations, grant activities, or conference presentations. The high quality and significance expected for this rank may be demonstrated by dissemination of curriculum innovations evidenced by broader adoption, by recognition from professional organizations, or other demonstration of significance. Production and dissemination of scholarly work is not required, but it may be an additional way to demonstrate high quality and significance.

### **Assistant Teaching Professor**

A non-tenure track faculty (NTTF) appointment for an individual whose responsibilities are primarily devoted to academic instruction, including teaching, advising, and mentoring at the undergraduate and/or graduate levels. Responsibilities may include meaningful curricular development or redesign, training graduate teaching assistants and adjuncts, and/or community-based work.

Appointees to the rank of Teaching Assistant Professor will hold the highest earned degree in their fields of specialization, related to their instructional responsibilities. In most fields, the doctorate will be expected. Exception to this requirement may be made when there is evidence of outstanding achievements and

professional recognition in the candidate's field of expertise. They are also expected to possess pedagogical and subject expertise and a demonstrated ability to work effectively with individuals from and topics related to diverse populations.

Expectations of the position include teaching, assessment, mentoring, advising, and service. Appointments may include responsibility for undergraduate and/or graduate education, participation in assessment, conference attendance, and professional activities. Ability to work with, mentor and advise students and graduate assistants / tutors / graders of diverse populations and participation in departmental, college / school, or university service are required.

At **IV. ACADEMIC APPOINTMENTS B.3** in the *University Promotion and Tenure Guidelines*, insert the following:

f. at the rank of Assistant Teaching Professor, Associate Teaching Professor, Teaching Professor