

Portland State University Faculty Senate Motion

Insert Language on NTT Teaching Professor Ranks into University Promotion and Tenure Guidelines

Background, rationale, and preliminary discussions

In March of 2020, Faculty Senate approved three new faculty ranks, namely Assistant Teaching Professor, Associate Teaching Professor, and Teaching Professor. In October of 2020, the Faculty Senate tasked an Ad Hoc Committee to Include NTT Teaching Professor Ranks in the University Promotion and Tenure Guidelines. That committee brings forward the language proposed here to insert into the University Promotion and Tenure Guidelines as follows.

Motion presented by the Faculty Senate Steering Committee

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. 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 contributions to innovative curriculum or pedagogy. Promotion to this rank also requires the faculty member to have engaged in their share of governance and professionally-related service activities. 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. 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. Promotion to this rank also requires the faculty member to have engaged in their share of governance and professionally-related service activities. 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 or national organizations, grant activities, or conference presentations.

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. Rare 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

Presented to the Senate on April 5, 2021

Approved/ Denied by the Senate on _____