

The background of the slide features a large, faint watermark of the University of Delaware seal. The seal is circular and contains an open book with Latin text on its pages: 'GRAMM PHILOL RHETOR ETHICA' on the left and 'METAPH LOGICA MATHEM PHYSICA' on the right. Below the book, the year '1743' is visible. The outer ring of the seal contains the text 'UNIVERSITY OF DELAWARE' and 'EST. 1743'.

# Report of the Provost's Commission on Continuing Non-Tenure-Track Faculty

4 May 2015

# Members of the Commission

Appointed	Ex Officio
George Watson	Matt Kinservik
Invited	
Prasad Dhurjati	
Nicole Donofrio	
Jill Flynn	
Laura Glass	
Tom Kaminski	
Bob Opila	
Tom Powers	
Anu Sivaraman	

# Provost's Charge

- To define more completely and explicitly the purposes and roles of CNTT faculty members as part of our overall faculty portfolio.
- To recommend guidelines for hiring and promotion of CNTT faculty, with clear expectations in job descriptions and clear and appropriate promotion criteria.
- To consider potential changes to classification and titles of CNTT faculty to be fair, representative, appropriate for UD, and transparent.
- To create a system for rank progression and corresponding titles for non-terminal degree faculty.
- To develop actionable items (*e.g.*, resolutions) for consideration by the Faculty Senate for matters involving responsibilities of the Senate.

# Approach and Timeline

Review strengths and weaknesses of current UD practices involving CT faculty.

Review practices and appropriate reports at current and aspirational peer universities (especially AAU).

Solicit input from all faculty and meet w/ appropriate groups (*e.g.*, Senate Executive Committee, Deans, AAUP Executive Council, CT Caucus, Chairs Caucus, Central Administration, junior tenure-track faculty, *etc.*).

Submit by January 2015 a draft report to the Provost that includes recommendations and discussion of potential positive and negative impacts.

# Guiding Principles

Minimal disruption to existing CT faculty members

Fairness and consistency

Transparency

Appropriateness for the University of Delaware

Flexibility for administrative and fiscal decisions

# **1: Define more completely and explicitly purposes and roles of CT faculty**

1. The classification Continuing Non-Tenure Track (CNTT) should be changed hereafter to Continuing-Track (CT).
2. New CT faculty appointments should meet demonstrated needs of a department or program, including scholarship, teaching, and service roles.

# 1: Define more completely and explicitly purposes and roles of CT faculty (*cont'd*)

3. For new appointments, CT faculty members should have service and, for those with professorial ranks, scholarship (broadly defined) in their assigned workloads.
4. For new appointments, CT faculty members should have assigned workloads that differ substantially from TT faculty within a department or school.

## **2: Consider potential changes to classification and titles of CT faculty**

5. CT faculty appointments at the professorial rank will carry the standard professorial titles (Assistant, Associate, or Full Professor) or, in certain cases, one of two modified titles:
  - Clinical Assistant (Associate or Full) Professor, or
  - Assistant (Associate, or Full) Professor of Practice.



## 2: Consider potential changes to classification and titles of CT faculty (*cont'd*)

6. All classifications of faculty should be clearly denoted on faculty rosters presented on department/school/college websites and the central UD HR personnel directory.

On website rosters, all CT and TT faculty members should be listed together alphabetically in a unified manner, with classification identified CT or TT for each faculty member, rather than by way of divided sections of the roster...

## **2: Consider potential changes to classification and titles of CT faculty (*cont'd*)**

7. Temporary non-tenure track faculty on one-year contracts can have the following modified titles:  
Research (Assistant, Associate, or Full) Professor,  
(Assistant, Associate, or Full) Professor of Instruction.

### **3: Recommend hiring and promotion guidelines for CT faculty with clear expectations**

8. Two-year and four-year peer reviews should be required for contract renewal.
9. Units with CT appointments must have clearly defined promotion criteria at all ranks for CT faculty as part of their units' approved P&T document.

In addition, clear criteria for CT faculty promotion must be included in all college and University P&T documents.

### **3: Recommend hiring and promotion guidelines for CT faculty with clear expectations (*cont'd*)**

10. Promotion of CT faculty is to be based on excellence in one role, aligned with preponderance of assigned workload.

CT faculty would need to demonstrate high quality performance in other roles represented in their workloads (*e.g.*, excellence in teaching and high quality in service and scholarship).

### 3: Recommend hiring and promotion guidelines for CT faculty with clear expectations (*cont'd*)

11. CT faculty should be externally evaluated for promotion to Associate or Full Professor.

- When the predominant role in the workload is teaching or service, appropriate *external* evaluations can be performed locally, but should be *external* to the academic unit.
- When scholarship is the predominant role in the workload, the *external* evaluation should be performed by individuals outside the University community, as is the case with TT faculty appointments.

### **3: Recommend hiring and promotion guidelines for CT faculty with clear expectations (*cont'd*)**

12. Units, colleges, and the University should provide mentoring for CT faculty that supports and guides them in the contract renewal and promotion processes.
13. A senior (Associate or Full Professor) CT faculty member should be appointed to the University P&T committee for reviewing CT faculty promotion dossiers.

## **4: Create a system for rank progression and titles for non-terminal degree faculty**

14. Upon successful peer review at the end of the third two-year contract, Instructors will be promoted to the rank of Senior Instructor.

Upon successful peer review at the thirteenth-year review, Senior Instructors will be promoted to the rank of Master Instructor entering onto the rolling five-year contract.