

Resolution
Faculty Handbook Committee
Non-Tenure Track Faculty Ranks
March 1, 2011

WHEREAS faculty and administrative leadership in several colleges have expressed a need for a change in rank titles for non-tenure track clinical and performance faculty;

WHEREAS faculty and administrative leadership in several colleges believe the titles “clinical assistant professor” and “clinical associate professor” would allow for easier recruitment and retention of non-tenure track faculty;

and

WHEREAS faculty and administrative leadership have expressed a need for a third level of rank for non-tenure track appointments in order to recognize and reward sustained accomplishment;

WHEREAS the addition of such a third level of non-tenure track rank may allow for better retention and recognition of non-tenure track faculty accomplishments;

WHEREAS the scholarship of teaching, applied research, and professional service to the field are invaluable to many departments and the university;

WHEREAS a workgroup composed of academic administrators and members of the Faculty Handbook Committee has reviewed the issue and sought compromise this year;

WHEREAS the Faculty Handbook committee has approved, by majority vote, 1) the creation of a third level of rank for non-tenure track continuing faculty (with titles “senior lecturer, “senior clinical instructor” and “clinical professor” and “senior laboratory instructor”) and 2) the addition of the titles “clinical assistant professor” and “clinical associate professor”;

WHEREAS departments would be responsible for determining criteria for promotion to the rank of “senior lecturer,” “clinical professor,” or “senior clinical instructor,” with faculty performance demonstrated in all three categories of teaching, scholarship and service;

BE IT HEREBY RESOLVED that the Faculty Senate approves the following proposed amendment to the Chapter 3 Reorganization for Non-Tenure Track--Continuing faculty ranks (Chapter 3, IV.B):

B. Non-tenurable Ranks—Continuing Faculty

2. Lecturer I/Clinical Instructor I/Clinical Assistant Professor/Laboratory Instructor I

The Lecturer I/Clinical instructor I/Clinical assistant professor/Laboratory instructor I appointment is a non-tenure-track position that may be renewed on an annual basis. Duties involve responsibilities in clinical,

Comment [#1]: Heading from II E 2 a on page 13

laboratory, didactic, or transitional courses, and/or clinical or field supervision/ coordination.

Comment [#2]: First paragraph from II E on page 13

a. **Renewal**

Renewal decisions are based upon documented evidence of successful performance in the areas of teaching, scholarship, and service and upon programmatic need. All lecturers/clinical instructors/laboratory instructors are eligible for consideration with respect to merit raises, grant awards, travel, operating, and other funding.

Comment [#3]: Section II E 1 on page 13

b. **Educational and Experiential Requirements**

Comment [#4]: Heading from II E 2 on page 13

i. A minimum of a master's degree in an appropriate discipline or equivalent training;

ii. Current certifications and appropriate credentials (where required), and

iii. Evidence of (or potential of) mastery of skill and content knowledge in the area(s) of assigned faculty responsibilities.

Comment [#5]: Sections II E 2 a (1) – (3) on page 13

3. **Lecturer II/Clinical Instructor II/Clinical Associate Professor/Laboratory Instructor II**

Comment [#6]: Heading from II E 2 b on page 13

Non-tenure-track faculty may be promoted to Lecturer II/Clinical Instructor II/Clinical Associate Professor/Laboratory Instructor II if they meet all educational and experiential requirements referenced in (2) (b) and six years of continuous service as a Lecturer I/Clinical Instructor I/Clinical Assistant Professor/Laboratory Instructor I at UCA or equivalent experience. Advancement is not automatic but must be earned with documented evidence of a high level of effective performance in teaching, scholarship, and service, as expectations in all three areas have been defined, in writing, by the applicant's department. Procedures for advancement are outlined in Chapter 3, Section VII of the *Faculty Handbook*

Comment [#7]: Reformatted sections II E b (1) – (3) on pages 13 – 14

4. **Senior Lecturer/Senior Clinical Instructor/Clinical Professor/Senior Laboratory Instructor**

Non-tenure-track faculty may be promoted to Senior Lecturer/Senior Clinical Instructor/Clinical Professor/Senior Laboratory Instructor if they meet all the educational and experiential requirements referenced in (2) (b) and six years of

continuous service as a Lecturer II/Clinical Instructor II/Clinical Associate Professor/Laborator Instructor II at UCA or equivalent experience. Advancement is not automatic and must be earned through sustained excellence in teaching, scholarship, and service, as expectations in all three areas have been defined, in writing, by the applicant's department. Procedures for advancement are outlined in Chapter 3, Section VII of the *Faculty Handbook*.