**Side-by-Side Comparison of Tenured and Continuing Lecturer (after 7 years) status**

*Note that this is the same information as below, just in an easier-to-compare format*

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Tenure** | **NTT** | **Comments** |
| **Purposes** | Freedom of teaching and research | A faculty member hired pursuant to a multi-  year appointment is entitled to academic freedom consistent with that of tenured  faculty members, including the ability to redress a grievance with the academic  freedom committee (18). |  |
|  | Economic security |  | Economic security and continuity seem to be the most important (and, luckily, also the most straightforward) concerns. |
|  | Continuity |  |  |
| **Responsibilities** | Maintaining intellectual and professional standards | The handbook currently states that faculty in multi-year appointments should maintain an active research agenda, though I think in practice this varies by department. | It seems like a research agenda and/or a small-scale national presence is part of this--I think this may be a sticky area to navigate |
|  | Appointment, retention, and promotion decisions |  | In many of the models I’ve looked at, there are what amounts to 2 DPACs--one for tenured professors and one for tenured lecturers. As a sidenote, we will have to sort out terminology since tenure-track and non-tenure track (or nontenurable) are no longer accurate, and professor/lecturer doesn’t really work as professor includes lecturers |
| **Recruiting** | National search conducted by committee of faculty | No requirement for scope of search | How often are lecturers hired through national searches? Do we conduct only national searches so that faculty will be eligible for tenure, or are some hires eligible to go up for tenure and other not, based on the scope of the search? This might also be a sticking point |
| **Appointment characteristics** | Terminable only resignation, retirement, removal for cause, financial exigency, or discontinuance of program | The university may determine not to renew the appointment of the non-  tenure-track faculty member for budgetary, programmatic or other reasons  relating to the overall needs of the institution (for example, a decline in  enrollment; the cancellation of a program or course of study; a decline in  funding; a change in the number of tenured or tenure-track faculty  positions in a department; or the conversion of the position to a tenure-  track position) | Language describing “for cause” is more detailed for tenure faculty, but does not seem to be substantively different  As Anthony rightly pointed out, it’s still clearly easier to terminate ntt faculty (especially based on language surrounding budgetary concerns) |
|  | Academic employees may be tenured only with respect to their academic rank and not with respect to administrative titles or assignments |  |  |
|  | Eligible for all privileges extended by the university to regular professional personnel, including such programs as retirement and other employee benefits, leaves of absence, professional travel |  | Extending tenure to lecturers would mean adding: phased retirement, additional service roles, sabbaticals, (what else?) |
|  | The total number of years that a faculty member in the tenure track may serve without tenure shall not exceed seven, including any years of credit awarded with the initial contract | This section applies to non-tenure-track faculty members who have completed more than  seven (7) years of continuous, full-time service to the university when their appointment is  not renewed, or when the university determines to terminate the faculty member. Along  with the written notification of non-renewal or termination, a faculty member shall be  apprised in writing that this section of the Faculty Handbook outlines the process for his or  her termination or non-renewal of appointment. | After 7 years, the *process* for termination parallels that of tenured faculty.  Another probable sticking point. The initial constituent concern mentioned tenure for senior lecturers. It seems to make more sense for the tenure decision to come at the point of advancement to Lecturer II, which would align it with the 7-year rule and make it parallel with the Assistant, Associate, Full pattern. This is also how it works in the Western Michigan model. |
|  | If tenure is not granted, employment is terminated. Notification of termination must be made prior to the end of the sixth year |  | Will lecturers be required to apply for tenure in the same way assistant professors are? |

**Questions we need to answer**

1. Do we want to come up with a draft of how this would work, and then seek feedback from NTT faculty, or get a sense of how they feel first, and use that to shape the policy?
2. Beyond security and continuity, what roles/benefits will be extended to tenured lecturers as part of the “full privileges of the university”? I don’t think my list above is comprehensive.
   1. What costs will be incurred?
3. Would tenure be tied to promotion (to Lecturer II? Senior Lecturer?), as it now is for Associate?
4. How would this affect hiring, especially in relation to 3 and out rule?
5. Accreditation?

**Questions we need to ask faculty**

1. Which components of tenure are most important? Least?
2. How do faculty feel about being required to apply for tenure at a certain point?

**Definition & Characteristics of Tenure, according to the *Faculty Handbook***

**Purposes**

* Freedom of teaching and research
* Economic security
* Continuity

**Responsibilities**

* Maintaining intellectual and professional standards
* Appointment, retention, and promotion decisions

**Recruiting**

* National search conducted by committee of faculty

**Appointment characteristics**

* Terminable only resignation, retirement, removal for cause, financial exigency, or discontinuance of program
* Academic employees may be tenured only with respect to their academic rank and not with respect to administrative titles or assignments
* Eligible for all privileges extended by the university to regular professional personnel, including such programs as retirement and other employee benefits, leaves of absence, professional travel
* Eligible for full participation in the affairs of the university, its component institutions, and its departments and administrative units in accordance with university policy
* The total number of years that a faculty member in the tenure track may serve without tenure shall not exceed seven, including any years of credit awarded with the initial contract.
* If tenure is not granted, employment is terminated. Notification of termination must be made prior to the end of the sixth year

**Relevant Handbook language on NTT appointments (highlights added by Jen)**

**Section III.B.2.f: (Non-tenure track appointments)**

Non-tenure-track faculty may be appointed to tenured or tenure-track faculty

status, in accordance with the needs of the university. The searches will conform

to departmental, college, and university search and selection procedures as well

as equal opportunity/affirmative action policies. The time a faculty member serves

in a non-tenure-track, full-time appointment may at the discretion of the university

be considered as part of the probationary period for those who are subsequently

placed on a tenured or tenure-track faculty appointment. Any credit toward fulfilling

the probationary period must be stated in the initial letter of appointment to tenure-

track faculty status.

**Section III.B.4: (Multi-year appointments)**

During the term of a multi-year appointment, a faculty member relinquishes the

possibility of receiving tenure; however, the university recognizes and

acknowledges that academic freedom is essential to fulfill faculty member’s

teaching and scholarship obligations. A faculty member hired pursuant to a multi-

year appointment is entitled to academic freedom consistent with that of tenured

faculty members, including the ability to redress a grievance with the academic

freedom committee.

A faculty member accepting a multi-year appointment cannot have his/her position

converted to a tenured or tenure-track positions

**Section IV.B.3 (Senior lecturers)**

Senior Lecturer/Senior Clinical Instructor/Senior Laboratory Instructor

Non-tenure-track faculty may be promoted to Senior Lecturer/Senior Clinical

Instructor/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/Clinical Instructor/Laboratory 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.

**Chapter 3 Section X.D Procedures Relating to Non-renewal of Appointment or the Termination of Non-**

**tenure-track Faculty Members with More than Seven (7) Years of Service**

This section applies to non-tenure-track faculty members who have completed more than

seven (7) years of continuous, full-time service to the university when their appointment is

not renewed, or when the university determines to terminate the faculty member. Along

with the written notification of non-renewal or termination, a faculty member shall be

apprised in writing that this section of the Faculty Handbook outlines the process for his or

her termination or non-renewal of appointment.

**Nonrenewal**

1. “budgetary, programmatic or other reasons relating to the overall needs of the institution (for example, a decline in enrollment; the cancellation of a program or course of study; a decline in funding; a change in the number of tenured or tenure-track faculty positions in a department; or the conversion of the position to a tenure-track position). A programmatic reason shall not be the replacement of one non-tenure-track faculty member with a new non-tenure-track faculty member performing the same or substantially the same teaching responsibilities within a department”
2. Written notice 12 months in advance
3. Faculty may appeal on the basis of procedural error

**Termination**

1. Adequate cause
   1. “Substantial and manifest” evidence of unsatisfactory performance
   2. Misconduct
2. Procedure for termination is the same as for tenured faculty

This section does not imply, nor shall it be interpreted, to grant tenure to such member, or

constitute a contract of employment. No action of the university in connection with the non-

renewal of an appointment or the termination of a non-tenure-track faculty member shall

violate any provision of state or federal law.

**UCA Librarians choose at tenure track or NTT appointment at hire. Maybe something similar for lecturers, to get around the issue of having to take the risk of applying for tenure?**

III,C.1 Library Faculty

Faculty librarians have the right to choose with the initial appointment whether to

accept tenure-track or non-tenure-track status. All personnel appointed to the

library faculty must hold an appropriate master of library science (MLS), master of

library and information science (MLIS), or master of information science (MIS)

degree from an American Library Association (ALA) institution.

Non-tenure-track library faculty may be appointed and advanced to the ranks of

lecturer I, lecturer II, and senior lecturer. Tenured and tenure-track library faculty

may be appointed and promoted to the ranks of assistant professor, associate

professor, and professor.

The library associate professor will be required to hold

an ALA accredited PhD degree in library/information science OR an ALA

accredited master’s degree in library/information science AND a master’s degree

in an academic discipline. The library professor will be required to hold an ALA

accredited PhD in library/information science OR an ALA accredited master’s

degree in library/information science AND a terminal degree in an academic

Discipline. The procedures for advancement, promotion, and tenure for the library faculty will

be the same as those procedures for other faculty

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**References**

[AAUP Report on Tenure and Teaching-Intensive Appointments](https://www.aaup.org/report/tenure-and-teaching-intensive-appointments)

[Trends in the Academic Labor Force (chart)](https://www.aaup.org/sites/default/files/Academic_Labor_Force_Trends_1975-2015_0.pdf)

# [Recommended Institutional Regulations on Academic Freedom and Tenure](https://www.aaup.org/report/recommended-institutional-regulations-academic-freedom-and-tenure)

FYW-specific: [*Contingency, Exploitation, and Solidarity: Labor and Action in English Composition*](https://wac.colostate.edu/books/contingency/)

**Other institutions (from AAUP Report on Tenure and Teaching-Intensive Appointments)**

Pennsylvania State System

* Tenure-track positions can be created after a department surveys its use of non-tenure-track faculty over the past three years and determines that nontenure- track faculty have been assigned to courses and responsibilities within a disciplinary specialization that should be grouped together to constitute a full-time, tenure-track position. The courses and responsibilities in question may have been taught by a variety of non-tenure-track faculty members.
* When the department recommends creating a fulltime, tenure-track position as described above, existing non-tenure-track faculty do not necessarily receive preference for the position.
* The department’s recommendation is approved or denied by the institution’s president; if denied, the responsibilities in question may not be carried out by non-tenure-track faculty for two years.
* Under a separate provision, individual non-tenure-track instructors can be converted to the tenure track if they have served for five full, consecutive academic years in the same department and are recommended for conversion by the majority of the tenure-track faculty in the department.

St. John’s University

* Tenure criteria are those that had already been in use in one unit of the university, a two-year program called the College of Professional Studies. The criteria require that faculty, in addition to documenting successful teaching, document accomplishments in two of these three areas: publishing, conference presentations, and service.
* The converted teachers were all in their first or second years of service when the conversion occurred.They are scheduled to be evaluated for tenure seven years after the conversion (not after date of hire), but they can, like other faculty, apply for early tenure review if they desire.
* Once tenured, the converted faculty have only “programmatic tenure”—if their program is discontinued, the administration is not obligated to attempt to relocate them to a place elsewhere in the university. The faculty are eligible to participate in university-wide shared governance bodies

Santa Clara (One time only opportunity for conversion)

* The affected faculty were given the choice of converting to assistant professorships (on the tenure track) or being promoted to a “senior lecturer” position (off the tenure track).
* Tenure was associated exclusively with researchintensive positions, and in most cases, accepting the invitation to the tenure stream meant a major change of job description. While most of the affected faculty had been hired into teaching-intensive positions, service and especially research would henceforth play a role in their evaluations.
* For those best suited for teaching-intensive appointments, the only option was a “senior” lectureship; individuals accepting these positions believed themselves to enjoy some enhanced employment security, although handbook language defined them as at-will employees (that is, ones who could be dismissed with a year’s notice).
* Some of those who entered the tenure stream subsequently lost their tenure bids and either left the institution or became senior lecturers.
* Most of those who were granted tenure remained at the institution, including, according to one source, “at least five full professors, one vice provost, one endowed chair, and one Faculty Senate president— all recognized scholars in their fields and leaders at the university.”

Western Michigan

In 2002, the AAUP chapter at Western Michigan University negotiated a contract that provided tenure for “faculty specialists”—a formerly non-tenure-track group that includes lecturers, clinical instructors, and certain academic professionals. A subsequent contract added aviation specialists to the tenure stream.

Features of the conversion included the following:

* The “faculty specialist” category was converted to the tenure line, as opposed to just the individuals employed at the time of conversion. Thus, in contrast to the situation at Santa Clara University, new appointments made after the conversion at Western Michigan are tenure-line appointments.
* Though now tenurable, faculty specialists remain differentiated from “traditionally ranked” faculty. Instead of being called “assistant professors,” “associate professors,” and so on, they can progress through the ranks of faculty specialist I, faculty specialist II, and master faculty specialist.
* Tenure reviews for faculty specialists are based on evaluation of their performance in two areas: “professional competence” and “professional service.” Particular emphasis is placed on competence in performing assignments specified in the letter of appointment, and the letter is included in the tenure file. (In contrast, traditionally ranked faculty are also evaluated in a third category, “professional recognition,” which includes research activities.)
* Departments may limit the participation of faculty specialists in tenure and promotion reviews of traditionally ranked faculty.
* The contract allows faculty specialists to be laid off more easily than traditionally ranked faculty if their positions are deemed to be no longer needed. The 2008–11 collective bargaining agreement is online at [www.wmuaaup.net/files/2008-11\_Contract.pdf](http://www.wmuaaup.net/files/2008-11_Contract.pdf).

University of Colorado at Boulder (proposal)

* Full-time instructor positions would be converted to tenure-track positions with no change in pay, rank, course load, or professional expectations.
* Instructors who have completed a probationary period not to exceed seven years would be offered permanent employment, or instructor tenure, after a satisfactory final review.
* No changes would be required in the existing tenure track for research professors.

More information is available under the tab “Instructor Tenure Project” at [www.aaupcu.org](http://www.aaupcu.org).

Rutgers (proposal)

* Responsibility for determining teaching tenure-track faculty workloads would be assigned to the department or unit, in accordance with the collective bargaining agreement.
* The promotion and tenure process would parallel the existing research-teaching tenure process but with discipline-based criteria specific to the appointments.
* Quality of teaching and dedication to undergraduate education would be recommended criteria for promotion.
* Integration of service and scholarship of teaching into teaching tenure-track faculty assignments would be encouraged.