

Non-Tenure Eligible Faculty Task Force Report
Discussion – Committee of the Whole

Faculty Senate - 2 May 2017

Purpose: Provide opportunity for discussion, feedback, and other comments in anticipation of forthcoming proposals for *Faculty Handbook* changes in the Fall 2017 semester.

Overview: Summary of comments and ideas received

Feedback: Still being sought on any proposals included in NTE Task Force report – comments, alternative suggestions, and comments of support or non-support are welcomed.

Send comments to Rob Wallace – rwallace@iastate.edu

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NTE Taskforce Proposals – New Tracks/Ranks

<i>Contract Length</i>	<i>Advancement eligibility</i>	Instructional Faculty		Clinical Faculty	Professional Practice Faculty	Research Faculty	Adjunct Faculty
		<i>Non-terminal degree</i>	<i>Terminal degree</i>				
1-3 years		Lecturer	Teaching Assistant Professor	Clinical Assistant Professor	Assistant Professor of Practice	Research Assistant Professor	Adjunct Assistant Professor
3-5 years	<i>After 5+ years</i>	Senior Lecturer	Teaching Associate Professor	Clinical Associate Professor	Associate Professor of Practice	Research Associate Professor	Adjunct Associate Professor
3-5 years	<i>After 5+ years</i>	Principal Lecturer	Teaching Professor	Clinical Professor	Professor of Practice	Research Professor	Adjunct Professor

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‘NTE’ *versus* ‘Specialized Faculty’

Intent: Describe faculty not by their inability for tenure but by their specialized role and appointment type.

Pro: Supported by many NTE faculty; better recognition of the positive role being performed. TF report largely supported by ISU-AAUP (*caveat*: loss of TTE positions)

Con: ‘Specialized’ may be confusing; NTE is unambiguous.

Suggestions: ‘Term’, ‘Appointed’, or (‘Term Appointed’) ‘Contingent’, ‘Temporary’, Limited Term Adjunct, Adjoint Appointments; [None – see Baylor U.]

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Professor of Practice

Intent: Ability to hire experienced individuals from business, industry, etc. to contribute to teaching and other missions. [ISU is not primary employer.]

Pro: Strongly supported by several colleges and departments.
Adds an important dimension to professional degree programs and contact with 'real world' persons

Con: Many do not have terminal degrees (=lecturers?)

Suggestions: Are ranks and a career path necessary for this type of appointment? Is one classification/rank sufficient?

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Adjunct Faculty

Intent: Used for hiring faculty for a variety of roles (teaching, research, service). [ISU as primary employer.]

Pro: Provides flexibility (as is currently in practice) for departments to accommodate faculty in a range of roles as defined by the PRS. Normally terminal degree required.

Con: May not 'fit' for certain positions/situations; difference between 'Adjunct' and 'Affiliate' potentially confusing.

Suggestions: Provide a clear definition under what circumstances 'adjunct' appointments can be made.

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Instructional Faculty

Intent: Define career paths for instructional faculty to accommodate different levels of experience and amount of service.

Pro: Widespread support for creation of a third rank in the lecturer track; Happy with recognition of advanced degree as meaningful in NTE instructional track; Recognizes faculty with advanced degree and long-term commitment to the institution.

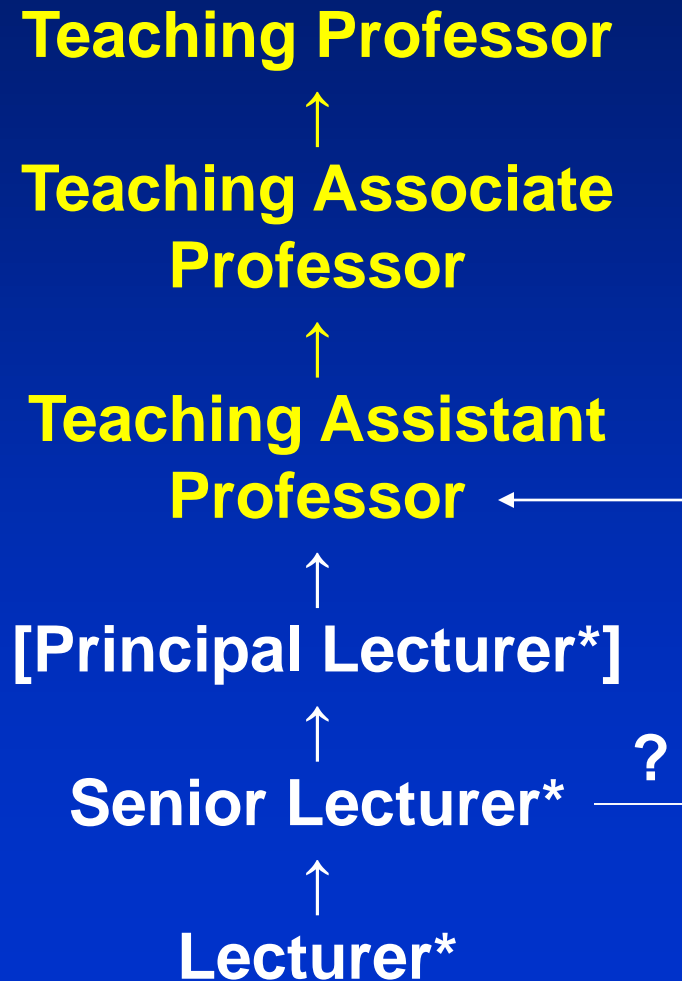
Con: Many do not like the two track system based on holding an advanced degree; additional positions potentially confusing

Suggestions: Add 3rd lecturer rank ASAP; merge two tracks into one; do away with lecturer track; Do not have position contingent on holding terminal degree; Allow hiring at different levels; Contract length should be commensurate with experience

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Alternative Models



- Combine two tracks into one
 - Allow for hiring at multiple levels
 - Terminal degree requirement (if any) to be determined within criteria for advancement
 - Contract length should be defined
 - Need to accommodate current Lecturers/SL into structure
- or
- Abandon Lecturer title*; all instructional faculty in 'Teaching Professor' track.

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Future Actions

- Summer 2017
 - Continue to collect feedback on proposed tracks, ranks, and policies. Send to rwallace@iastate.edu
- Fall 2017
 - Draft revised proposals for current and proposed new tracks
 - Work with Governance Council to revise FH sections
 - Discussions in Faculty Senate and departments
 - Action by Faculty Senate
- Spring 2018 and beyond
 - Begin implementation and departmental governance document alignment
 - Work with Provost Office & Senate on transition policy