

*Received from Provost Steve Ralston 10/19/17 for Faculty Senate and faculty distribution.*

Descriptions of the non-tenure track, Assistant, Associate and Professor positions.

The President and I invite the Faculty Senate to consider adding a new category/position of faculty titled Assistant, Associate and Professor, non-tenure track. The new designation would be added to others, such as Instructor, etc.

Our thinking is twofold:

First, to better align with external rankings and the like, such as US News and World Report we should retitle/reclassify a number of former faculty members, such as those in Space Science, that moved recently to staff positions back to faculty status. The preferred category would be this new title—faculty with rank but without tenure. These employees' responsibilities would remain the same—they teach and conduct research now—but their titles would change to better position us.

Second, we believe it would be helpful to have such a faculty classification to help recruit and retain highly credentialed faculty moving forward, particularly in the immediate future. The thought is to offer three year contracts (this would apply to new employees, not the folks we have already as noted in the first point). Since the immediate future ahead is somewhat murky financially and keeping in mind that we have many open positions, our thinking is to make some appointments using this new faculty category as we retool for the future. In this way, we could appoint highly credentialed faculty who would teach and provide service (the kind to be determined). We might consider this new category to a 21-credit hour annual teaching assignment

Let me provide an example. Psychology has a position presently filled with a Visiting Assistant Professor-it was a two-year appointment. The incumbent is leaving at the end of this academic year. As you might imagine the chair and faculty of Psychology want strongly to search for a replacement. Since our financial future is not clear, we would be more comfortable searching for and appointing a doctorally credentialed candidate with a three-year contract. Doing so would provide Psychology with a properly credentialed faculty who would also provide some service, perhaps advising, for at least three years, during which time we hope to be on more sound footing financially. This approach provides the department, faculty and students with more stability (faculty appointment is three years), appropriately credentialed faculty, and some service to help relieve our already overburdened faculty. There would be no significant expectation for scholarship during the appointment.

In the future, we may wish to consider building out the new faculty position to a three-year renewal with the possibility of promotion, still non-tenure track. For instance, imagine we appoint someone as Assistant Professor, non-tenure track to a three-year contract. In the third year the faculty is reviewed for renewal for another three years. If renewed, the faculty is offered another three-year contract. In the sixth year the faculty is reviewed for both renewal

and promotion to Associate Professor, non-tenure track. A candidate could be renewed but not promoted. A candidate might be renewed and promoted. A candidate might not be renewed. The reviews would most certainly be faculty led. I understand that much discussion would be needed to establish this more elaborate model/position, but I hope that we might have such a discussion when the time is right to do so.

In the meantime, I hope the Faculty Senate will consider establishing the new faculty position, Assistant, Associate and Professor, non-tenure track.

Finally, I want to assure the Faculty Senate that this request is not an attempt to undermine tenure. For my own part I see the new position providing us with more flexibility to make much need appointments presently. I also see the benefit of having this appointment to better align with external rating agencies, such as US News and World Report