

5.15.40 Appointments Nontenure-Track

Nontenure-track faculty will be employed primarily to teach or do research, although other work assignments are allowable. They may be employed full-time or part-time, with regular or temporary status. All appointments and renewals are subject to need and availability of funding. The initial employment base period of a nontenure-track faculty member may be renewed depending on funding availability, needs of the employing unit, and the results of performance evaluations. Providing proper notice of nonrenewal is given, the university does not have any legal obligation to provide funding for any nontenure-track faculty member beyond the current appointment semester or academic year. However, employing units are strongly encouraged to attempt to maintain a stable job environment for this type of appointment.

Persons in nontenure-track faculty positions may only be hired into tenure-track positions following a national search. In the event that they are hired into tenure-track positions, their service in nontenure-track positions shall not normally count toward tenure.

Job Titles and Ranks: Each nontenure-track faculty member shall hold one of the following job titles and corresponding faculty ranks:

| <u>Nontenure-track Faculty Job Titles</u> | <u>Corresponding Tenure-track Faculty Ranks</u> |
|---|---|
| <u>Affiliated/Visiting/College/Research Professor</u> | <u>Professor</u> |
| <u>Affiliated/Visiting/College/Research Associate Professor</u> | <u>Associate Professor</u> |
| <u>Affiliated/Visiting/College/Research Assistant Professor</u> | <u>Assistant Professor</u> |
| <u>Affiliated/Visiting/College Instructor</u> | |
| <u>Extension Associate</u> | |

Comment [JP1]: Since the others are faculty too

Comment [JP2]: Really ought to be in the table somewhere...

College Faculty: The titles of college instructor, college assistant professor, college associate professor, and college professor are used for nontenure-track faculty hired primarily to teach courses for the university, although they may at times serve in an administrative capacity or be assigned to research. They must have master's degrees or equivalent experience in the field but do not always have terminal degrees.

Comment [JP3]: Match research faculty wording

Comment [c4]: In the English Dept., we have had college faculty at times directing the writing center and supervising the teaching of graduate assistants. College Assistant Professor Mike LaTorra spent more than half his time last fall helping to write reaccreditation documents. Is "administrative capacity" the best way to describe these roles?

College Faculty appointments are renewable annually for an unlimited time. Although employing units are not obligated to renew or to give a reason for nonrenewal of a college faculty contract, hiring

Comment [c5]: This language also appears under Qualifications on p. 2 of 5.15.40.

departments are encouraged to promote an environment of stability by renewing contracts of college faculty when warranted by the need of the department and the performance of the faculty member. College faculty members are evaluated annually. Non-temporary college faculty are eligible for salary increases and promotion to the next rank according to policies, procedures, and criteria set by the university and their colleges and departments.

Comment [c6]: This is a restatement of several sentences in the first paragraph of 5.15.40, so I'm not sure if it's necessary here. Also, I'm not sure funding availability (emphasized in draft of research faculty definition), although relevant, is as big an issue for college faculty, since many (most?) college teaching faculty are regularized line positions. When we get special funding to catch up on a backlog of required courses, for example, they're taught by graduate students or adjuncts.

College faculty are listed in the university catalogs under their assigned departments and are eligible for privileges accorded other faculty, such as ID cards, library privileges and faculty parking. They are eligible to apply for membership in the graduate faculty and, if accepted, supervise theses and dissertations while a member of the graduate faculty.

Comment [JP7]: Try to capture Enedina's concern about complying with university policies on salary

Comment [c8]: College Assistant Professor Cheryl Nims in my department has a PhD and might be the best supervisor available for some thesis or dissertation topics.

Research Faculty: The titles of research assistant professor, research associate professor, and research professor are appropriate for persons who are hired to engage in research activities and have qualifications similar to those held by tenure-track faculty of comparable ranks.

A clear statement of justification as to why it is in the university's best interest to grant research faculty status will be noted on the hiring forms by the department head and forwarded through the academic dean to the executive vice president and provost for each research faculty appointment. Salaries are normally contingent on external funding, though a department or college may fund the salary of a research faculty member from internal funds for a short time while external funds are being sought.

Comment [JP9]: "affiliated" was a typo

Research faculty members are evaluated annually and are eligible for salary increases and promotion to the next rank according to policies, procedures, and criteria set by the university and their colleges and departments. Research appointments are renewable annually for an unlimited time provided funding is available and annual evaluations demonstrate acceptable job performance.

Comment [JP10]: Taken from college faculty description

Research faculty are listed in the university catalogs under their assigned departments and are eligible for privileges accorded other faculty, such as ID cards, library privileges and faculty parking. They are eligible to apply for membership in the graduate faculty and, if accepted, supervise theses and dissertations while a member of the graduate faculty.

Comment [c11]: College Assistant Professor Cheryl Nims in my department has a PhD and might be the best supervisor available for some thesis or dissertation topics.

Affiliated Faculty: When it is in the best interests of the university, individuals who are financially independent of the university may be associated with and provide support or services to one or more university programs without receiving monetary compensation (e.g., no salary, per-course or hourly pay provided). A clear statement of justification as to why it is in the university's best interest to grant affiliated faculty status will be noted on the hiring forms by the department head and forwarded through the academic dean to the executive vice president and provost for each affiliated faculty appointment. The term (not to exceed 12 months), rank, and other conditions and expectations of these honorary appointments will be determined for each individual appointee. The criteria upon which the determinations are based vary depending upon the background of the appointee, the nature of the discipline represented, and the needs of the university. In general, persons appointed should have qualifications commensurate with the corresponding rank of tenure-track faculty appointees. The E-Hire Form/Personnel Action Form must show an appointment end date no later than 12 months from date of hire. Affiliated faculty appointments may be renewed annually. Affiliated faculty may be listed in the university catalogs under appropriate departments and affiliated faculty receive the faculty I.D. card and library privileges in recognition of their contribution to the university.

Visiting Faculty: The executive vice president and provost may allocate visiting positions to departments within the university based upon existing conditions. The visiting appointment will not exceed 2 years. The duration, rank, and other conditions and expectations of these appointments will be determined for each appointee.

Extension Associate: An individual hired into a Cooperative Extension Service position in regular or temporary status, full-time or part-time, funded principally (50 percent or more) by grants or other nonpermanent funds may be designated an extension associate. An individual hired with less than the master's degree may also be designated as extension associate. That individual may also be given the courtesy title of college instructor, college assistant professor, college associate professor, or college professor. An extension associate cannot obtain tenure. When an extension associate either receives a master's degree and/or recurring state funds become available, an extension associate may be considered for appointment to tenure-track status following normal appointment rules. Extension associates may be notified of nonrenewal with proper notice: those in the first year of service will have 3 months' notice prior to their anniversary date; those in the second or more years of service will have 6 months' notice prior to their anniversary date.