OM 5.9.0 Non-Tenure Teaching Faculty Track - Appointment, Reappointment, and Promotion of Teaching Faculty

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<td><strong>Policy Contact:</strong> Office of the Provost  <a href="mailto:provost@clarkson.edu">provost@clarkson.edu</a></td>
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A teaching track appointment shall be restricted to faculty whose primary duties involve teaching, including advising of students, and University service, although additional duties drawn from those listed above in OM Sections 5.2.B through 5.2.D may be assigned. These are non-tenure track faculty members. The prefix “Teaching” to the faculty rank shall only be used in the faculty member’s contract. It shall not be used as a designator for a faculty member in any public database. The duties for each Teaching track faculty member shall be specified in their contract.

### A. Teaching Faculty Standards by Academic Rank

1. An Instructor on the teaching track shall have
   a. Education and/or experience that is appropriate for their assigned duties.
   b. Demonstrated ability to perform their assigned duties.
2. An Assistant Professor on the teaching track shall have
   a. Appropriate terminal degree in the teaching content area.
   b. Evident ability as a teacher.
   c. An active commitment to teaching and teaching pedagogy.
   d. Interest in University and/or professional service.
3. An Associate Professor on the teaching track shall have
   a. Appropriate terminal degree in the teaching content area.
   b. Demonstrated consistent and substantial accomplishment as a teacher.
   c. Evident potential for continuing growth as a teacher and contribution to the scholarship of pedagogy.
   d. Involvement in University and professional service.
4. A Professor on the teaching track shall have
   a. Appropriate terminal degree in the teaching content area.
   b. Demonstrated high accomplishment as a teacher at Clarkson University.
   c. Made significant contributions to the improvement of teaching as recognized by experts in the field.
   d. Contributed substantially, through service, to the University and the profession.
   e. Demonstrated an on-going commitment to excellence in teaching.

### B. Term of Appointment

1. **Full-Time Teaching Appointments**
   a. Appointments at the rank of the Teaching Instructor are appointed for up to a two year term and may be renewed annually.
   b. Faculty initially appointed at the rank of Teaching Assistant Professor or Teaching Associate Professor and faculty promoted to these same ranks are appointed for up to a three year term and may be renewed annually.
   c. Faculty initially appointed to the rank of Teaching Professor may be appointed for a term of four years or less and may be renewed annually. Faculty promoted from Teaching Associate Professor to Teaching Professor and faculty reappointed to the rank of Teaching Professor are appointed for the four year terms which may be renewed annually.

### C. Procedures for Evaluation and Reappointment of Teaching Faculty

1. The procedures for the continuing evaluation (that is, the annual evaluation) of Teaching Faculty shall be substantially similar to those specified for tenure-track faculty in Section 5.4 of the Operations Manual.
2. The decision whether to reappoint a Teaching Faculty member to another term shall be at the discretion of the Dean of the Teaching Faculty’s School or Director of the Teaching Faculty’s Institute. In cases where the decision is not to reappoint, an appeals process may begin at the request of the Teaching Faculty member. As a minimum for the appeals process, faculty peers in the teaching area shall be polled re the suitability of reappointment, and the results of this poll shall be included in the documentation that accompanies the recommendation about reappointment as it is forwarded to the Provost for further evaluation to determine whether to reappoint. When there are department and/or school-level committees that address tenure and/or promotion cases, these committees shall also make a recommendation about proposed reappointments.

D. Procedures For Promoting Teaching Faculty

1. The procedures for promoting full-time Teaching Faculty shall be substantially similar to those specified for tenure-track faculty in Section 5.6. C of the Operations Manual, except that the standards shall be those listed above in Section A and the promotion process explicitly shall be the charge of the Promotions Committee.

2. Part-time faculty on the teaching track who move from part-time status to full-time status will not automatically carry forward their part-time rank; the appropriate full-time rank will be part of the appointment decision.

History

Approved May 2017