

## **Proposed Policy on NTRC Faculty at the Appointments of Assistant Professor, Associate Professor, and Full Professor**

### **What is the purpose of this policy?**

As the University has grown in size and complexity, many of our colleges and schools have begun to rely more heavily on Non-Tenure Track Renewable Contract (NTRC) faculty, sometimes referred to as “clinical” or “contract” faculty. NTRC faculty members serve for a fixed term of employment. The Provost has tasked a committee with drafting a policy that provides the University with the opportunity to recruit and retain highly qualified professionals who bring unique experiences and add value to the University’s mission. The purpose of this policy is to establish a university-wide strategy that will govern the employment and promotion of NTRC faculty and to ensure a central review and standardization of the terms of their employment and promotion procedures across colleges and schools.

### **Who is covered by this policy?**

This policy applies to NTRC faculty with terminal degrees at the ranks of Assistant Professor, Associate Professor, and Full Professor. While the current policy does not apply to Lecturers or Instructors, the tasks force in its next phase will begin work on the issue of lecturer/instructor promotion.

### **What are the roles of NTRC faculty?**

NTRC faculty serve in a variety of roles essential to the mission of the University. Non-tenure track faculty members serving in these specialized roles may be master teachers, individuals who are licensed or certified professionals, practitioners recognized within professional fields, or those who have specialized service or administrative responsibilities. Unique discipline-specific criteria for these faculty members are defined by colleges and departments. Responsibilities of NTRC faculty may involve the education and support of students in the classroom or practice settings, supervision of clinical or practicum experiences, or professionally related community engagement. The primary assignments of NTRC faculty may be teaching, research, or clinical responsibilities with the expectation of associated service and/or administrative assignments. NTRC faculty are not, in general, assigned the tripartite teaching, research, and service responsibilities that characterize tenure track appointments.

### **How is this policy different than policies that deal with tenure track and tenured faculty?**

This policy for NTRC faculty closely parallels the policies for tenure track and tenured faculty. The major differences are that NTRC faculty work on multi-year renewable term contracts and do not earn tenure, nor do NTRC faculty vote on the tenure review of tenure track faculty. Outside of tenure and tenure review, NTRC faculty have the same rights and privileges as tenure track and tenured faculty.

### **When will this policy go into effect?**

This policy is still in draft form and is being reviewed by faculty, deans, and central administration. For this policy to be implemented, it must be recommended by the President and approved by the Board of Trustees. Anticipated implementation of this policy is the 2016-2017 academic year.