

MEMORANDUM

Approved by the Faculty Senate on
1/21/15 by a vote of 31-0-0. BoT
approval not required per Provost
Director.

Date: January 12, 2015

To: Professor Richard A. Daynard, Chair, Senate Agenda Committee and liaison; Faculty Senate members

From: Senate Committee for Full-time, Non-Tenure-Track Faculty

Members: Assistant Academic Specialist Rick Arrowood-CPS;
Senior Academic Specialist Melinda Drew-Law;
Associate Academic Specialist Daniel Dulaski-COE;
Associate Academic Specialist Lori Gardinier, Chair-CSSH;
Senior Academic Specialist Leonard Glick-DMSB;
Lecturer Carlene Hempel-CAMD;
Associate Academic Specialist Oyinda Oyelaran-COS;
Lecturer Leena Razzaq-CCIS)

Our committee of full-time, non-tenure-track (FTNTT) faculty members has been meeting for the past several months to address two charges delivered to us last spring by the Faculty Senate including:

- 1) Examine whether full-time, non-tenure-track faculty members are appropriately protected against possible retaliation by administration and, if not, report and recommend possible steps that may be taken toward that end.*
- 2) Consider current titles and their appropriateness to responsibilities assigned.*

The committee is able to provide recommendations for the second charge and is requesting additional time for further study on the first.

Recommendations for Title Change:

The committee recommends that Academic Specialist – a title that cannot be found at most colleges or universities – be changed to the title of **Teaching Professor**, with corresponding ranks. This shift would impact 182 Academic Specialists across the University's nine colleges.

Teaching professors would have or have had substantial professional experience as determined by the academic unit, and/or a robust academic background. These faculty members must have a terminal degree, or the equivalent, as determined by the department, in the specialist's field of study. The primary responsibilities of those with this title would be teaching. Additional responsibilities could include one or more of the following: advising, service, and research, as determined by the faculty member's

department. Professional development should be encouraged for this position and could be required based on the needs of the department. The ranks for the position would be:

- **Assistant Teaching Professor**
- **Associate Teaching Professor**
- **Teaching Professor**

This shift addresses two important goals of FTNTT faculty:

- The title allows for ranks and a promotion schedule across the University's colleges.
- The title is more universally recognized, making conference presentations and published work more compatible within the academic world.

Current ranks of each position would transfer to the new title (e.g. an Associate Academic Specialist would be an Associate Teaching Professor). Any faculty member with the title of Assistant/Associate Teaching Professor would be eligible for promotion, requiring colleges to implement an advancement track should one not already exist.

The committee wants to emphasize that while addressing this task we noticed that, in some cases, the work being done by Lecturers was the same as that done by Academic Specialists. In cases where a faculty member who is a Lecturer possesses the same degree(s) as an Academic Specialist and carries out the same or similar duties, we request that the Faculty Senate and Administration urge the colleges/schools to convert such Lecturers into Teaching Professors. It is understood that Academic Specialists have "service" duties embedded in their positions, whereas Lecturer do not. However, it appears that this is inconsistent across colleges/schools and we strongly urge the Senate to address this matter.

Examine whether full-time, non-tenure-track faculty members are appropriately protected against possible retaliation by administration and, if not, report and recommend possible steps that may be taken toward that end:

The committee concludes that this issue requires further study and intentional data collection from people currently holding such positions to determine the degree to which participation is desired. Given the volume of FTNTT faculty who do not hold a multiyear contract and evolving promotion guidelines, the committee concluded that this issue would benefit from deeper study that provided a vehicle for input from our peers.

During our work on the aforementioned charges, several related issues emerged that are unique to this class of faculty. Consequently, we recommend that this committee should remain intact to address the issue of protection, as well as identify other issues of importance, and continue to advise the Senate on needs particular to FTNTT faculty.