

The University Senate of Michigan Technological University

PROPOSAL 28-06 (Voting Units: Academic)

PROPOSAL FOR CHANGES IN NON-TENURE TRACK FACULTY APPOINTMENTS

Non-tenure track faculty (NTTF) provide essential instruction for thousands of Michigan Tech students each year. They not only provide devoted teaching and specialized expertise, but also contribute to the University's mission through scholarship, research, and artistic creation. Furthermore, in the College of Engineering and in departments such as Computer Science specifically, the need for faculty who have significant industrial experience is critical to the success of our programs and to the preparation of our students. Non-tenure track faculty provide a vital service in bringing the "real-world" into our classrooms. Current practices with respect to NTTF do not consistently convey the message that they are a valued part of our instructional staff and are not in line with other universities we have reviewed. The following recommendations are based loosely on the NTTF practices at institutions such as Carnegie Mellon, Wisconsin-Madison, and Duke.

Temporary Teaching Needs

There are many instances where a Department/School may need to hire someone on a temporary basis to fill unmet teaching needs when a regular faculty member is on sabbatical or family leave. These temporary needs will continue into the future and will sometimes occur on a semester-by-semester basis. The title of "Instructor" will be reserved for cases such as these. Instructors will have no expectations placed on them other than teaching and their appointment could be for full-time or part-time work with contracts of no more than one year. Minimum qualifications for an Instructor are a master's degree, or a bachelor's degree and professional qualifications.

Continuing Teaching Needs

There are many cases where NTTF serve in a continuing basis and where NTTF lines are an established part of the general fund budget. For NTTF in these positions, a career path should be established so that their contributions are recognized and appropriately rewarded. The three proposed titles for NTTF in this category are 1) Lecturer, 2) Senior Lecturer, and 3) Principal Lecturer. Lecturers of all ranks must be appointed for a minimum of 75% effort and will receive regular university benefits—appointments of less than this will be made at the Instructor rank. Minimum qualifications include a master's degree or equivalent professional qualifications. Lecturers of all ranks will be expected to advise students, serve on committees, participate actively in professional societies, and possibly conduct research.

Lecturers will be appointed for 3-year terms with no expectation of consideration for reappointment or promotion. There will be a minimum of a one year notification for non-reappointment of faculty in the Lecturer rank—this may extend a term of employment by one additional year if notification was not given at the end of the second year of the contract.

Senior Lecturers will serve on a 3-year rolling appointment. An additional 3-year extension will be considered automatic unless otherwise notified. If they receive notification of non-extension, they will serve out the remainder of their current contract. Essentially this means that they will have a 2-year notification period for non-reappointment.

Principal Lecturers will serve on a 5-year rolling appointment. An additional 5-year extension will be considered automatic unless otherwise notified. If they receive notification of non-extension, they will serve out the remainder of their current contract. Essentially this means that they will have a 4-year notification period for non-reappointment.

Initial appointments at the rank of Senior Lecturer and Principal Lecturer will be for 3 years with a one-year notification period for non-reappointment (similar to Lecturer appointments). Their second appointment will be a 3- or 5-year rolling appointment, depending on rank.

Individuals appointed to the Lecturer track are eligible for merit increases at the same time as tenure-track faculty. National or regional searches will be conducted for NTTF in the Lecturer ranks; no search is required for Instructors, since the expectation is that they will be serving on a limited, temporary basis. All policies in place for faculty searches, including Affirmative Action practices, will apply to Lecturer searches.

Promotion Process for Lecturers

Since it is unlikely that most departments/schools will have a significant proportion of faculty in the Lecturer ranks, promotion for these NTTF should not require departmental committees nor revisions of charters, but will be handled by a university-level committee. The University committee will include a representative from each of the five colleges/schools and two representatives elected through the University Senate. This committee will establish the criteria for promotion to Senior Lecturer and Principal Lecturer. Faculty in the Lecturer or Senior Lecturer rank will work with their Chair/Dean and apply for promotion in February of each year. They will compile documentation similar to that contained on the F-form for TTF. The promotion process will be:

1. The Department Chair/School Dean makes a written recommendation and forwards with the documentation to the Dean or University Committee as appropriate.
2. The College Dean (as applicable) makes a written recommendation and forwards all documentation to the University Committee.
3. The University Committee reviews the documentation and makes a recommendation to the Provost.
4. The Provost reviews the documentation and makes a recommendation to the President.
5. The President makes the final promotion decision.

During the 2006-07 academic year, the University Committee will meet to establish promotion criteria and will review cases of faculty currently in the Lecturer rank.

Special Faculty Category

In certain cases, especially where an individual has significant industrial experience, a new NTTF category should be established—Professor of Practice. Professors of Practice will be NTTF and will be appointed on a continuing basis, similar to staff appointments. Individuals in this category will elect either satisfaction or at will employment. Faculty in the Lecturer ranks will not be eligible for promotion to this category, with the exception being current (AY2005-06) Lecturers whose qualifications are in keeping with appointment to this rank.

Termination (other than non-reappointment)

As with probationary tenure-track faculty, non-reappointment for Lecturers may be for a number of reasons beyond non-meritorious service such as modification of programmatic emphasis, enrollment trends, or other factors. A NTTF appointment (all ranks) will terminate only if and when one of the following circumstances occurs: 1) retirement, 2) resignation, 3) death, 4)

promotion to a new rank, 5) dismissal for cause, or 6) bona fide financial stringency of the entire institution so severe as not to be capable of relief by less extreme measures.

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See Proposal 4-07