

Proposal 2, Attachment 1:

Titles for Temporary and Continuing Non-Tenure-Track Faculty

RESOLUTION:

WHEREAS, Section 4.1.6 (“Non-Tenure Track Faculty”) of the Faculty Handbook of the University of Delaware provides that non-tenure track faculty may be hired at the rank of instructor; and

WHEREAS, Section 4.1.6 (“Non-Tenure Track Faculty”) of the Faculty Handbook of the University of Delaware further provides that non-tenure track faculty may be hired as “instructional, clinical, public service or research faculty;” and

WHEREAS, Section 4.1.6 further provides that non-tenure track faculty must meet the requirements for the rank of instructor and may hold a rank higher (i.e., assistant, associate, or professor) so long as they meet the “same criteria” for such academic rank as is required for tenure track faculty; and

WHEREAS, at a university aspiring to achieve national prominence as a research institution by encouraging scholarship among faculty, it is important to reserve the traditional academic titles of assistant professor, associate professor, and full professor to those faculty who conduct and excel in scholarship; and

WHEREAS, it is also important to provide non-tenure track faculty with a fair opportunity for a promotion in rank as well as an appropriate title; be it therefore

RESOLVED, that Sections 4.1.6 of the Faculty Handbook shall be amended to provide that non-tenure track faculty who are hired and promoted in academic rank shall have titles appropriately identifying the specialized tasks for which they were hired and in which they have excelled, taking into account that the traditional academic title shall be reserved for those who demonstrate, among other things, excellence in scholarship, and accordingly, only tenure track and tenured faculty shall hold the traditional academic titles of assistant professor, associate professor, and full professor.

CURRENT VERSION OF SECTION 4.1.6 OF THE HANDBOOK:

Types of Non-tenure Track Faculty:

Academic Rank: Non-tenure track faculty must meet the minimum requirements for the academic rank of "instructor," which generally requires the master's degree or equivalent qualifications in an appropriate field of instruction with evidence of sustained effective teaching ability; for clinical positions, there must also be demonstrated evidence of appropriate practical field experience.

Non-tenure track faculty may hold higher academic ranks and to do so must meet the same criteria for academic rank as is required for tenure track faculty.

PROPOSED REVISION OF SECTION 4.1.6 OF THE HANDBOOK:

Types of Non-tenure Track Faculty:

Academic Rank: Non-tenure track faculty must meet the minimum requirements for the academic rank of "instructor," which generally requires the master's degree or equivalent qualifications in an appropriate field of instruction with evidence of sustained effective teaching ability; for clinical positions, there must also be demonstrated evidence of appropriate practical field experience.

Non-tenure track faculty may hold higher academic ranks and to do so must meet the same criteria for academic rank as is required for tenure track faculty. Non-tenure track faculty holding academic ranks above that of instructor shall hold titles reflecting the specialized tasks for which they were hired: instructional, clinical, public service, and research. For example, a non-tenure track faculty member holding the rank of assistant professor who was hired to teach shall hold the title of "instructional assistant professor." Others will hold the titles of "clinical assistant professor," "public service assistant professor," or "research assistant professor." Changes in title may be appropriate where there is a permanent change in a non-tenure track faculty member's academic responsibilities. Non-tenure track faculty holding the rank of associate professor likewise will hold titles reflecting their specialized contributions—for example, "instructional associate professor" or "clinical associate professor." The academic rank and title of full professor, however, is limited to those who demonstrate excellence in scholarship and satisfy certain other criteria. For those non-tenure track faculty who satisfy such requirements and are promoted in rank to full professor, the titles they hold will likewise reflect their specialized responsibilities—for example, "clinical full professor," "instructional full professor," "research full professor," or "public service full professor." Tenure-track and tenured faculty will hold the traditional academic ranks and titles of "assistant professor," "associate professor," and "full professor."

(revised 4/19/13)