

Proposal 2, Attachment 2:

Titles for Temporary and Continuing Non-Tenure-Track Faculty

Section 4.1.6 of the Faculty Handbook allows non-tenure track faculty to hold ranks above that of instructor (i.e., assistant, associate, or full professor) so long as the “same criteria” are met as apply to tenure-track faculty. Where non-tenure track faculty are hired as “instructional, clinical, public service or research faculty” above the rank of instructor, the new standard recommended in Proposal 1 focuses on the “academic endeavors” of the individual. If this new standard is adopted, the titles of non-tenure track faculty also should reflect their specialized activities.

For continuing non-tenure track faculty hired at the academic rank of assistant professor, the appropriate titles would be: “clinical assistant professor,” “instructional assistant professor,” “research assistant professor,” and “public service assistant professor.” In the case of a continuing non-tenure track assistant professor who is promoted in rank, the appropriate titles would be: “instructional associate professor,” “research associate professor,” “clinical associate professor,” or “public service associate professor.” Under the fourth proposal in this package, the rank and title of full professor will be reserved for those who demonstrate excellence in scholarship, and thus, the rank and title of full professor would be available only to those CNTT associate professors who demonstrate excellence in scholarship. For those who do qualify, the appropriate titles would be: “instructional full professor,” “research full professor,” “clinical full professor,” and “public service full professor.” Tenure-track and tenured faculty will hold the traditional academic titles of assistant professor, associate professor, and full professor.

Current faculty will be “grandfathered” under the existing system of titles; the proposed titles will apply **only** to those non-tenure track faculty hired after this policy is approved.