

Proposal 3, Attachment 1:

Promotions for Instructors

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, no opportunity for promotion is available to non-tenure track faculty who hold the rank of instructor, even those who undergo a satisfactory peer review and receive the requisite approvals from their chair/director/dean and the provost; and

WHEREAS, it is important to provide instructors with an opportunity for a promotion in rank (and title) to establish an equitable system for our colleagues who are instructors; be it therefore

RESOLVED, that the Faculty Handbook shall be amended to provide for three ranks of instructor (specifically, instructor I, instructor II, and instructor III) and allow for promotions in rank for instructors who meet the criteria for promotion set forth in the Faculty Handbook, attain a satisfactory peer review as well as the required administrative approvals following the six-year probationary period and then again following the peer review after the three-year and four-year contracts; further

RESOLVED, such promotions in rank for non-tenure track instructors shall be accompanied by salary adjustments comparable to those provided to faculty upon promotion to associate and full professor unless such salary adjustment was already provided to that faculty member.

CURRENT VERSION OF SECTION 4.1.6 OF THE HANDBOOK:

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.

Term and Contract Renewal: Individuals appointed as continuing non-tenure track faculty (see "Appointments" above) will have a six-year probationary period comprised of three successive two-year appointments, subject to annual review and a recommendation for contract renewal by the chair/director/dean.

In the sixth year, a full peer review will be conducted and on the basis of recommendations from the peer review and chair/director/dean, and with the approval of the provost, individuals will receive either a seventh terminal year appointment or a three-year contract subject to annual review. In the second year of the three-year contract, the chair/director/dean will recommend whether the individual will be afforded a contract of four years in length to begin after the three-year contract. Subject to satisfactory annual evaluations, during the last year of a four-year contract, a second full peer review will be conducted. Subject to the recommendation of the peer review and chair/director/dean, and with the approval of the provost, the individual will receive a five-year contract on a "rolling" basis, subject to an annual review. Faculty on five year rolling contracts are subject to the peer evaluation of faculty as defined in the Faculty Handbook. Contract renewal is subject to the notice provisions of the Faculty Handbook, "Terminations and Non-Renewals." (10/13/05), revised 12/09/05.

Career Development and Salary Adjustments: Salary adjustments for continuing non-tenure track faculty parallel to promotional increments for associate professors are made upon contract renewal for three years at the end of the initial six-year probationary period and parallel to the promotional increment for full professors at the start of the first five- year "rolling" contract. However, individuals holding primary appointments as full-time, continuing non-tenure track faculty (see "Appointments" above) will not be awarded promotional increments should there be a change in their academic rank.

PROPOSED REVISION OF SECTION 4.1.6 OF THE HANDBOOK:

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. The entry level rank (and title) for non-tenure track faculty hired as instructors shall be "instructor I." Under the criteria set forth herein, such faculty are eligible for promotions to the rank (and title) of "instructor II" and thereafter to "instructor III." Non-tenure track faculty with appropriate experience may be hired at the rank of instructor II or instructor III with the recommendation of the faculty at or above rank in the department wherein such appointment is made and the approval of the chair/director/dean and the provost. Those instructors who have already successfully completed the peer reviews provided for herein shall be immediately

eligible to be promoted in rank to instructor II or instructor III with the recommendation of the faculty at or above rank in their department and the approval of their chair/director/dean/ and the provost.

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.

Term and Contract Renewal: Individuals appointed as continuing non-tenure track faculty (see "Appointments" above) will have a six-year probationary period comprised of three successive two-year appointments, subject to annual review and a recommendation for contract renewal by the chair/director/dean.

In the sixth year, a full peer review will be conducted and on the basis of recommendations from the peer review and chair/director/dean, and with the approval of the provost, individuals will receive either a seventh terminal year appointment or a three-year contract subject to annual review. In the second year of the three-year contract, the chair/director/dean will recommend whether the individual will be afforded a contract of four years in length to begin after the three-year contract. Subject to satisfactory annual evaluations, during the last year of a four-year contract, a second full peer review will be conducted. Subject to the recommendation of the peer review and chair/director/dean, and with the approval of the provost, the individual will receive a five-year contract on a "rolling" basis, subject to an annual review. Faculty on five year rolling contracts are subject to the peer evaluation of faculty as defined in the Faculty Handbook. Contract renewal is subject to the notice provisions of the Faculty Handbook, "Terminations and Non-Renewals." (10/13/05), revised 12/09/05.

Continuing non-tenure track faculty holding the rank of instructor I who successfully complete the full peer review during the sixth year of the probationary period and receive the approval of the faculty at or above rank in their department as well as the recommendation of their chair/director/dean and the provost, will be promoted to the rank of instructor II. Those who thereafter receive a favourable peer review during the last year of their four-year contract and receive the approval of the faculty at or above rank in their department as well as the approval of their chair/director/dean and the provost, will be promoted to the rank of instructor III.

Career Development and Salary Adjustments: Salary adjustments for continuing non-tenure track faculty parallel to promotional increments for associate professors are made upon contract renewal for three years at the end of the initial six-year probationary period upon promotion from the rank of instructor I to the rank of instructor II and parallel to the promotional increment for full professors upon promotion from the rank of instructor II to the rank of instructor III. ~~at the start of the first five-year "rolling" contract. However, individuals holding primary appointments as full-time, continuing non-tenure track faculty (see "Appointments" above) will not be awarded promotional increments should there be a change in their academic rank.~~ Instructors who receive such salary adjustments for promotions in rank will not again be awarded the corresponding promotional increments should they be subsequently promoted in rank to

assistant, associate, or full professor. Those instructors who already have received such salary adjustments for successfully completing their peer reviews will not be eligible to receive the salary adjustments provided for herein upon promotions in rank to instructor II and instructor III.

(revised 4/22/13)