

Proposal 3, Attachment 2:

Promotions for Instructors

The University hires non-tenure-track faculty at the rank of instructor. In November 2012, there was a total of 99 non-tenure track instructors at the University, consisting of 81 continuing non-tenure track instructors and 18 temporary non-tenure track instructors. At the same time, the Faculty Handbook includes no provision for a promotion in rank for instructors. (Instructors who meet the requirements are always eligible to apply for a position at the rank of assistant when there is an opening, but there is no provision in the Faculty Handbook that specifically allows an instructor to “come up” for a promotion to assistant professor.) Providing for a promotion would create an additional incentive for instructors to excel in their academic endeavors. Thus, assuming that Proposals 1 and 2 are adopted, the Handbook should be amended to provide for a promotion in rank for instructors who have passed the mandatory peer review during the six-year probationary period as well as a second promotion in rank following a successful peer review during the last year of the four-year contract.

Under the proposed system of ranks for instructors, entry-level non-tenure track faculty will be hired at the rank (and title) of “instructor I.” Faculty at the rank of instructor I will be eligible for promotion to the rank (and title) of “instructor II” upon successfully completing the peer review during the probationary period and with the approval of their chair/director/dean and the provost. Thereafter, faculty at the rank of instructor II will be eligible for promotion to the rank (and title) of “instructor III” following a second favorable peer review during the last year of their four-year contract and with the approval of their chair/director/dean and provost. Thus, there will be three ranks (and related titles) for instructors: instructor I, instructor II, and instructor III. (An alternative nomenclature for the three ranks might be instructor, lecturer, and senior lecturer.)

Promotions in rank from instructor I to instructor II, and thereafter from instructor II to instructor III, will be accompanied by a salary adjustment comparable to those awarded to an assistant professor upon promotion to associate, and from associate professor to full professor, respectively. Currently, instructors receive salary adjustments following a successful peer review but are not given a higher rank or new titles. Under this proposal, the salary adjustments will accompany the promotion in rank and title. Those who have already received these salary adjustments will not be eligible to receive additional adjustments in the event they are promoted at a future time.

Faculty who are hired with the appropriate experience may be appointed at the rank of instructor II or instructor III. In addition, those instructors who have already completed the first and/or second peer reviews and received the required administrative approvals will be immediately eligible for promotion to the rank of instructor II or instructor III upon a favorable recommendation by the relevant promotion and tenure committee in their academic unit and with the approval of their chair/director/dean and the provost.