

Teaching Faculty Stream Proposal



The creation of a “Teaching Stream” for qualified faculty supports the goal of Student Success and Access, improves conditions for teaching-focused faculty, and benefits NAU as a whole.

A Model for Positive Change:

• Supports Student Success and Access

- In an effort to continue to stay competitive with our peer institutions in the recruitment and retention of high-quality, teaching-focused faculty, the proposed adjustment to faculty streams (see Table, Page 2) reflects NAU’s continued valuing of high quality, impactful teaching and learning.
- Effective teaching leads to better learning and to increased student engagement as well as higher retention and graduation rates.

• Improves Conditions for Teaching-Focused Faculty

- We hope the proposed new titles and salary adjustments will increase job satisfaction and retention of teaching-focused faculty.
- The adjusted faculty streams provide a clear and consistent way to differentiate and equally value the important workloads of each stream, while improving the criteria used for both hiring and promotion. These clarifications will lead to improved transparency, fairness, and equity both within and between units.

• Benefits Northern Arizona University as a Whole

- We hope the adjustments of the faculty streams will support multi-term enrollment goals and provide long-term savings from fewer faculty searches and improved student retention rates.
- Given 49% of faculty at NAU are now in some form of an NTT position, we encourage an expenditure revision to recognize the central work of teaching-focused faculty and support NAU’s historical legacy as a research rich, teaching-centered institution.

New Titles for those with Doctorates or Approved Terminal Degrees

- Lecturer ⇒ Assistant Teaching Professor
- Senior Lecturer ⇒ Associate Teaching Professor
- Principal Lecturer ⇒ Full Teaching Professor

For more information, please plan to attend one of the Spring Forums to led by the Non-Tenure Track Council, the Faculty Senate Executive Committee, and the Office of the Provost.

Salary Adjustment

If approved and implemented, modifications to the salary level for the “teaching stream” will be adjusted relative to “clinical” and “of practice” streams, all of which would be ranked positions, but not tenure eligible.

FACULTY STREAM	PURPOSE	ALLOCATION OF LOAD				MINIMUM DEGREE REQUIRED
		Service	Teaching Regular Classes	Teaching Clinical In Setting	Scholarship/ Creative Activity	
Teaching Stream	Faculty who focus on teaching in all aspects of the curriculum (undergraduate and graduate) with the potential for scholarship/creative activity as well as providing service to the department, college, university, profession, and community.	Required	Required	Potential	Potential	Doctorate or terminal degree
Lecturer Stream	Faculty who focus on teaching with the potential for scholarship/creative activity as well as providing service to the department, college, university, profession, and community.	Required	Required	Potential	Potential	Master's, not terminal
Clinical Stream	Faculty who focus on teaching students in the clinical, internship, or practical components of their degree programs with the potential for scholarship/creative activity as well as providing service to the department, college, university, profession, and community.	Required	Potential	Required	Potential	Master's and/or License/ Certification
Of Practice Stream	Faculty who focus on teaching students in the practicum, internship, or practical components of their degree programs with the potential for scholarship/creative activity as well as providing service to the department, college, university, profession, and community.	Required	Required	Potential	Potential	Established experts and practitioners with necessary qualifications as recognized by their unit
Research Stream	Faculty who focus on scholarship/creative activity, typically supported through external resources secured through the efforts of the appointee.	Potential	Potential	Potential	Required	Doctorate or terminal degree
Instructor Stream	Temporary appointments of faculty who focus on teaching with the potential for scholarship/creative activity as well as providing service to the department, college, university, profession, and community.	Required	Required	Potential	Potential	Master's, not terminal
Tenure Stream	Faculty with expectations for scholarship/creative activity, teaching, and providing service to the department, college, university, profession, and community.	Required	Required	Potential	Required	Doctorate or terminal degree

During the implementation of the new Teaching Stream, the University would provide a **one-time process for colleges to correct titles that have been inappropriately applied**. This process would occur after Provost approval of revised Promotion and Tenure Guidelines by each unit. For example, someone who should be an "Assistant Teaching Professor," but who was classified as "Assistant Clinical Professor," would be re-titled without any adjustment to salary. Someone who was classified as an "Instructor," but who meets the unit's needs and above qualifications for "Lecturer" or "Assistant Teaching Professor" should be re-titled with an adjustment to salary. Going forward, the new titles would be available for posting and job searches.