Other University Models
(Pulled from University Websites and Faculty Handbooks)

University of California, San Diego

“The title of Lecturer SOE is awarded only to those faculty whose contributions to teaching are exceptional and invaluable. As of academic year 2013-14, working titles for the series are:

Lecturer with Potential for Security of Employment = Assistant Teaching Professor
Lecturer with Security of Employment = Associate Teaching Professor
Sr. Lecturer with Security of Employment = Teaching Professor
Distinguished Sr. Lecturer with Security of Employment = Distinguished Teaching Professor

Lecturer with Potential for Security of Employment is equivalent in level to assistant professor. LPSOEs have a probationary period and may be appointed in the LPSOE series for no more than 8 years. They receive an appraisal at the time of their second review and will be considered for promotion to LSOE on the same timelines as an assistant professor. The LSOE is equivalent in level to associate professor. LSOE’s have security of employment, which is analogous to tenure (see Standing Order of the Regents 103.10: http://www.universityofcalifornia.edu/regents/bylaws/so10310.html)”

Carnegie Mellon

“Since the primary duties of assistant teaching professor, associate teaching professor, and teaching professor concern teaching, the main criterion for appointment and promotion is excellence in teaching. However, it is recognized that the diverse characteristics of the different colleges may make it appropriate for them to set additional criteria such as curriculum development, program leadership, and student advising and mentoring; national or international impact, and keeping current with their evolving discipline as defined by their school.

In addition to CMU service, a candidate may have external professional activities, e.g. professional practice/performance, public service, service in professional and technical societies, or work on professional publications or events. Insofar as such activities either contribute to, or are an extension of, the general criteria as defined in section 2.1 of this document, they should be considered when evaluating a candidate’s qualifications for reappointment or promotion.
It is expected that every faculty member will contribute, by means of his or her expertise and the commitment of reasonable time and effort, to the functioning and welfare of the university community, and of his or her school in particular, through such activities as chairing or serving on committees and councils, providing professional supervision of educational, research, and other scholarly university resources, etc. The quality of the contributions in this area of service, as well as substantial failure to attend to it, forms the basis for judging a candidate’s service.

An appointment in the teaching track does not establish an expectation of consideration for reappointment or promotion. Timely notice shall be given of every decision not to reappoint an assistant teaching professor, associate teaching professor, or teaching professor or to let an appointment (other than a terminal appointment) lapse. Notice is timely if given one year before the expiration of the term of appointment. In order to comply with this provision, it may be necessary to extend a term by an additional appointment of up to one year, designated as a terminal appointment, the decision not to reappoint or to let the appointment lapse notwithstanding.

Faculty members should not be considered for appointments as assistant teaching professor, associate teaching professor, and teaching professor merely because attainment of tenure is Unlikely.

2.3.1 ASSISTANT TEACHING AND ASSOCIATE TEACHING PROFESSOR APPOINTMENTS
Appointments to the position of assistant teaching professor are for renewable terms of three years, which may continue indefinitely. Initial appointment as, or promotion to, associate teaching professor is also for a three-year term and renewable, but subsequent reappointments as associate teaching professor are for five-year terms. Associate teaching professors are expected to demonstrate exceptional mastery in teaching with a substantial impact on the university’s educational mission.

2.3.2 TEACHING PROFESSOR APPOINTMENTS
Appointments as teaching professor are for renewable five-year terms. Appointments at this rank are made only for extraordinary accomplishment in teaching and fundamental contributions to the university’s educational mission. Initial appointments at, and promotions to, the rank of teaching professor are subject to approval by the provost, who may request the opinion of the University Tenure Committee in any individual case. (Note: in practice, the provost submits all teaching track reappointments and promotion cases for university committee review.)”
Indiana University, Bloomington

“Lecturers and Teaching Professors may be assigned responsibility for teaching, and for research and service that supports teaching, in courses for which such assignments have been approved by the faculty of the academic unit. The Lecturer/Teaching Professor category is the appropriate classification for non-tenure track teaching faculty in instances where the unit has a continuing need for the resource (except for clinical appointees and except in instances where adjunct appointments are appropriate, as specified below).

Titles: Lecturer, Senior Lecturer, and Teaching Professor

Appointment and Advancement

Initial lecturer appointments should be at the level appropriate to the experience and accomplishments of the individual. The process for appointment with probationary status or appointment with a long-term contract shall go through the ordinary procedures for faculty appointments. Promotion in rank of lecturers and senior lecturers should go through the normal faculty procedures appropriate to the unit of the university. The faculty of each unit using Lecturer, Senior Lecturer, and Teaching Professor appointments shall adopt criteria for promotion that are appropriate to the duties that may be assigned to lecturer/teaching professor appointees. Those criteria must be written, available to unit faculty, and filed with the campus academic officer. Lecturers shall be promoted to Senior Lecturers upon their being appointed to long-term contracts following a probationary period.

Protection of Academic Freedom

Lecturers are not eligible for tenure; however, in order to protect their academic freedom, individuals appointed as lecturers shall be given long-term contracts after a probationary period of not more than seven years. The exact mechanism for this shall be determined by the dean and the faculty governance body within each school using lecturer appointments and be approved by the chancellor/provost, but the mechanism should be a long-term contract of not less than five years or be some equivalent, such as a rolling three year contract. The criteria for granting long-term contracts after a probationary period shall be analogous to the criteria for granting tenure, except that lecturers shall earn the right to a long-term contract on the basis of their excellence only in those responsibilities that may be assigned to them. Each school will establish procedures and specific criteria for review of individuals concerning the renewal of long-term contracts or their equivalent.
Lecturer appointments during the probationary period shall be subject to the same policies and procedures with respect to appointment, reappointment, non-reappointment, and dismissal as apply to tenure-probationary faculty during the probationary period. After the probationary period, dismissal of a lecturer holding a longer term contract which has not expired may occur because of closure or permanent downsizing of the program in which the faculty member teaches and serves; otherwise, dismissal of such lecturer shall occur only for reasons of professional incompetence, serious misconduct, or financial exigency. Non-reappointment of lecturers to a new contract term may occur for the foregoing reasons or may occur as well for reason of changing staffing needs of the academic unit’s program. Non-reappointment decisions regarding lecturers holding a longer term contract after the probationary period must be made with faculty consultation through processes established by the school’s faculty governance institutions. The jurisdiction of campus faculty grievance institutions includes cases of dismissal and nonreappointment of lecturers.

[EXPLANATION AND COMMENT: Probationary periods for part-time faculty may be longer than seven years, where regulations adopted by the faculty of the academic unit so provide. University practice requires that probationary periods be served on a continuing basis unless a leave of absence has been applied for and been granted. The University is not obliged to relocate within the institution lecturers whose positions are eliminated because of closure, permanent downsizing, or changing staffing needs of their academic programs. Where an instructional line is converted from non-tenure to tenure track, a lecturer occupying the line may apply for the tenure-track position, but is not guaranteed appointment.]”

Iowa State University

“Teaching Faculty Title and Ranks: Lecturer, Assistant Teaching Professor, Associate Teaching Professor, and Teaching Professor. Teaching faculty hold positions through which they generally contribute to the teaching mission of the university. All Teaching faculty must devote at least 75% of their time to instruction, advising, curriculum coordination and other responsibilities related to the teaching mission. In addition, such appointments may include scholarly achievement and institutional or professional service, or any other responsibilities as identified in the PRS. The title of Lecturer is used for early career teaching faculty with contracts of one year or less, while Assistant Teaching Professor is for teaching faculty on multi-year contracts who have not advanced in rank. (See FH Section 3.3.2.2)”
Rice

“Appointment to the rank of assistant teaching professor should be reserved for individuals who show promise and commitment to become pedagogical leaders in their discipline, and who wish to be on a career path that involves classroom teaching and service to the department, school and university. Assistant teaching professors must hold a terminal degree in an appropriate field.

In the third year of the assistant teaching professor track, the chair/relevant director will complete an enhanced performance review. In this review, the chair/relevant director must offer an assessment of the assistant teaching professor’s trajectory toward promotion to associate teaching professor. A written document summarizing this enhanced performance review must be shared with the reviewee, the Dean, and the Provost.

Appointment to the rank of associate teaching professor should be reserved for individuals who have established a record of consistently excellent teaching at Rice or elsewhere, who are emerging pedagogical mentors in their department and school, who wish to continue on a career path that involves classroom teaching as well as service to the department, school, and university, and who are committed to becoming pedagogical leaders in their discipline.

Associate teaching professors must hold a terminal degree in an appropriate field. For appointment the candidate must

• have a record of sustained excellent teaching at the rank of assistant teaching professor or equivalent, which may be demonstrated with a combination of teaching (such as classroom, laboratory, studio, et al.) and advising;
• have a record of applying recent evidence-based advances in pedagogical practices in their discipline;
• have a record of professional activity that brings current knowledge of the discipline and educational pedagogy into the classroom. The record may include, but is not limited to,
  • pedagogical research, development and/or assessment of pedagogical practices,
  • professional development, creative work relevant to the discipline, curriculum development, and/or innovative pedagogical practices, and/or mentoring of graduate students or other faculty members in teaching; and
• have a record of excellent service at multiple levels (department, school and/or university).

Appointment to the rank of full teaching professor should be reserved for individuals who have established a record of consistently excellent teaching at Rice or elsewhere, who are recognized as pedagogical mentors in their department and school, and who are demonstrated pedagogical leaders in their discipline. Full teaching professors are expected to maintain high levels of excellence in teaching and other responsibilities.”

**Syracuse University**

“The title of Assistant Teaching Professor, Associate Teaching Professor, or Teaching Professor is given to full-time, non-tenure track faculty, and it implies appropriate qualifications and appropriate educational degrees. Teaching Professors at all ranks are expected to teach in the classroom or laboratory; to meet with students during scheduled office hours; to prepare and grade assignments and examinations; to contribute to the design, syllabi, and organization of departmental course offerings; and to know applications and development of pedagogy in the field. Teaching Professors of any rank are not expected to conduct research or engage with practitioners, but such duties may be included among their responsibilities and in their evaluation portfolios, in accordance with the policies of the school or college. They may carry administrative duties that include activities such as developing independent or team-taught courses, producing teaching methodologies and materials, and training other faculty in instructional methods and design. They are expected to participate in routine service to their departments, schools or colleges, and the University.

Teaching Professors of all ranks are valued members of the University Faculty. They are expected to take an active role in the governance of their college or school faculty, though colleges, schools and departments may limit their scope of action. Teaching Professors should participate fully in those decisions that are directly related to their roles within the college or school and within the department. The dean or director, together with the faculty of the school or college, has the responsibility of identifying those issues that are related to their roles within the college or school, and the department chair has that responsibility within the department. Within the department or equivalent unit, Teaching Professors may participate fully in hiring decisions of other Teaching Professors.

Teaching Professors of any rank may not vote or otherwise supervise the hiring, evaluation, and tenure and promotion of tenure-track faculty.
The Teaching Professor title of any rank will not be used to fill faculty positions that require a long record of accomplishment in a non-academic profession and are more appropriately designated as a Professor of Practice position.

The title of Visiting Teaching Professor of any rank may be granted for a one-year term.

Persons appointed to a Teaching Professor title of any rank will not be granted tenure but may be eligible for professional development leave related to their contract duties. Leave request procedures for all ranks of Teaching Professors are set by the school or college and must be available for review by the faculty.

Professional materials related to employment at the University should identify Teaching Professors of any rank by full academic title as specified by the appointment letter. Full titles should be used on University websites, on University business cards, and in other fora for which their employment at the University in a faculty role is relevant (e.g., published letters, editorials, and articles and speeches).

University of Denver

“The Teaching Professorial Series is appropriate for appointments where special factors, such as experience or stature, may qualify the appointee as an excellent teacher in a particular field. This Series includes the ranks of Teaching Professor, Teaching Associate Professor, Teaching Assistant Professor, and Teaching Instructor. Appointment, annual review, reappointment, promotion, and termination of faculty members in the Teaching Professor Series shall be made in accord with the philosophies, policies, procedures, and evaluation criteria in the present document. The evaluation criteria for appointment, annual review, reappointment, and promotion shall be the same as in Sections 3.5 to 3.8 except that between 90% and 100% of a faculty member’s responsibilities shall be devoted to teaching, participation in shared governance, and service to the University, profession, and public, and between 0% and 10% shall be devoted to scholarship and creative activity. More than 10% of responsibilities may be devoted to scholarship and creative activity only with the approval of the Dean and Provost.

Promotion to Associate Professor and Initial Appointment to Associate Professor

An Assistant Professor may request review for promotion to Associate Professor at any time during service at the rank of Assistant Professor. If the faculty member does not request review at an earlier time, the review for promotion from Assistant Professor to Associate Professor shall be conducted during the sixth year of service as an Assistant Professor. The policies and procedures for promotion are specified in Section 4 (and
include the policies and procedures for review and appeal in Section 7). The review for promotion shall result in either a positive or negative decision. If the decision to promote the faculty member is positive, the faculty member shall be promoted to Associate Professor and awarded a five-year contract that begins the year after the year in which the review was conducted. To be promoted to Associate Professor and awarded a five-year contract, a faculty member shall meet the qualifications to be appointed to the rank of Associate Professor (see Section 3.7).

If the review for the reappointment and promotion of an Associate Professor is conducted during the next to last year of the faculty member’s current contract, the review shall result in one of the following three outcomes:
- The Associate Professor may be promoted to Full Professor and awarded a seven-year contract that begins the year after the year in which the review was conducted. To be promoted to Full Professor and receive a seven-year contract, an Associate Professor shall meet the qualifications to be appointed to the rank of Full Professor (see Section 3.8).
- The Associate Professor may be awarded another five-year contract without promotion in rank (where the new contract begins the year after the year in which the review was conducted).”

**University of North Carolina, Charlotte**

“A special faculty appointment is a non-tenure track, renewable position of a fixed duration to fulfill a specific role in the life of an academic unit. Special faculty appointments can be renewed indefinitely.

**A. Initial Appointment**

Colleges and academic units determine the level of initial appointment as part of the normal recruitment process and contract negotiation. The regular practice, however, is that new hires begin at the rank of lecturer or assistant.

**B. Duration of Appointments**

While colleges and academic units determine the length of an appointment, typically three years is the minimum and five years is the maximum.

Teaching professors support the academic mission of a department through distinguished teaching, curriculum innovation, advising, and professional development.

**Assistant Teaching Professor**

- Terminal degree in appropriate discipline
- Potential for effective teaching, curriculum development and innovation, scholarship of pedagogy
- Promise of ongoing commitment to teaching and student success
- Ability or definite promise to assume leadership roles in curricular matters and mentoring
- Ability and willingness to participate in department, college and university affairs

Associate Teaching Professor
- Terminal degree in appropriate discipline
- Demonstrated excellence in teaching and curriculum development and innovation
- Professional contributions to the scholarship of pedagogy
- Demonstrated commitment to student success
- Demonstrated ability and willingness to participate in department, college and university affairs

Full Teaching Professor
- Terminal degree in appropriate discipline
- Demonstrated excellence in teaching and commitment to student success
- Expertise in teaching, curriculum development and innovation
- Established reputation through published research on pedagogy
- Demonstrated ability and willingness to assume leadership roles in department, college and university affairs.

Villanova
“The use of Assistant, Associate, and Full CNT below is meant to capture the full range of possible CNT positions (e.g., Assistant Teaching Professor, Assistant Professor of Practice, Assistant Professor NonTenure, Assistant Clinical Professor, or Assistant Research Professor). A CNT faculty member receives the title of Assistant CNT if the faculty member possesses an earned doctorate or other terminal degree. In the case of Assistant Professor of Practice, the faculty member may possess an earned Masters and/or other appropriate non-academic professional experience, degree or certification, in lieu of a Ph.D.

Those appointed for more than a temporary period serve at the University’s discretion on an ongoing basis and are referred to as full-time or continuing non-tenure-track (CNT) faculty. They are normally hired with the title of Instructor, Clinical Instructor, Assistant Teaching Professor, Assistant Professor of Practice, Assistant Professor Non-Tenure, Clinical Assistant Professor, or Research Assistant Professor (the choice of title depending on each college’s policy and the duties of the position). They may be
promoted to the appropriate “senior”, “associate” or “full” ranks if they meet the designated promotion standards.

This policy goes into effect for the 2018-19 contract year. Upon the institution of this policy, CNT titles will be converted according to the CNT title structure outlined above, with the exception of CNT faculty who were promoted to the title of Associate Professor prior to the 2018-19 contract year, who may retain that title indefinitely. CNT faculty hired before this policy goes into effect who wish to pursue promotion under the standards that govern tenure-track faculty (rather than the CNT promotion standards outlined here) must submit their promotion dossier and supporting materials no later than the 2019-20 rank and tenure cycle. All CNT promotions thereafter must be pursued through the CNT promotion policy.

Appointment to or Promotion to Associate CNT: a.) Normally a minimum of six years at the assistant rank; b.) Weighted according to and commensurate with contractual expectations, clear evidence of: (i.) teaching and advising effectiveness; (ii.) professional engagement with one’s field; (iii.) effective service to the college, department, University, profession, and community; (iv.) research and/or scholarship; (v.) professional development in these areas.”

Xavier

“TERM: Appointments are for one academic year. These contracts cannot be terminated during the period of the contract except by mutual consent or for cause. Reappointment is recommended to the Provost and Chief Academic Officer on an annual basis by the Department Chair or School Director and the Dean. The minimum appointment for Senior Teaching Professors will be two (2) years. For those faculty who have been employed in a Senior Teaching Professor position for at least six (6) years, the minimum appointment will be three (3) years.

PROMOTION: Positive annual evaluations do not assure the eventual granting of promotion to Senior Teaching Professor. The sufficient condition for a positive recommendation is that such action fulfills the major responsibility of the institution to retain the best qualified faculty possible.”

Wake Forest University

“Teaching Professors hold a terminal degree in a field relevant to their teaching. The title Assistant Teaching Professor typically designates an academically qualified individual at the beginning of his/her teaching career, with fewer than six years of college-level or
above teaching experience. After successful completion of a probationary term at Wake Forest, appointments are for two years and are renewable. The title Associate Teaching Professor typically designates an academically qualified individual with six-to-ten years of college-level or above teaching experience with excellence at Wake Forest or another institution of higher education, who has met the criteria for promotion to Associate Teaching Professor at Wake Forest. These criteria include outstanding performance in teaching and service. After successful completion of a probationary term at Wake Forest, appointments are for three years and are renewable. (Full) Teaching Professor typically designates an academically qualified individual with more than ten years of college-level or above teaching experience with excellence at Wake Forest or another institution of higher education, who has met the criteria for promotion to Full Teaching Professor at Wake Forest. These criteria include sustained and exemplary performance in teaching and service. After successful completion of a probationary term at Wake Forest, appointments are for five years and are renewable.