Rationale:

When the Faculty Senate passed S17-20, Term faculty with the title of Lecturer or some type of Assistant professor title were considered the same “rank” regarding when they are eligible for multi-year contracts and notice of non-renewal. When preparing final handbook language, the lecturer rank and assistant rank were separated for clarification purposes. However, this has resulted in the interpretation that they are different ranks. This interpretation means that teaching faculty are at a distinct disadvantage and not treated fairly compared to other categories of term faculty. This proposed change resolves this conflict and returns the interpretation to the Senate’s original intent.

3.3.2.3 Ranks and Lengths of Term Faculty Appointments

The initial appointment of a term faculty member at any rank may be made from one semester to the limits outlined below by rank. At the conclusion of the initial term, reappointments must follow the guidelines outlined below by rank.

Term faculty at the Lecturer rank

- have the potential to contribute significantly to the mission of the university as defined in their PRS.
- are for a term of up to one year; however, after a lecturer has completed three academic years of continuous employment will be reclassified as a term assistant professor if renewed.
- require a notice of three months of intent not to renew.

Term faculty at the Assistant/Lecturer rank – The assistant rank is for faculty who

- have the potential to contribute significantly to the mission of the university as defined in their PRS.
- lecturers are appointed for a term up to one year; however, after a lecturer has completed three academic years of continuous employment they will transition to a term assistant professor if renewed. Time in rank as a lecturer counts toward advancement to the associate rank and towards multi-year contracts as term assistant professors.
- term assistant professors are appointed for a term of from one to three years, however after a term assistant professor has completed three academic years of continuous employment their term will be from two to three years.
- require a notice of one year of intent not to renew except when the appointment is only for one year, in which case a notice of three months is required.

Term faculty at the Associate Rank – The associate rank denotes a record of successfully contributing to the mission of the university as defined in the PRS or a record of contributions in the professional field and promise of further academic and professional development. The associate rank

- is for faculty who are hired for a term of from three to five years. Shorter terms may only be issued under exceptional circumstances with approval of the Provost.
Term faculty at the Professor rank – The professor rank is appropriate for term faculty who have proven their excellence in the primary responsibilities identified in their PRS, and effectiveness in any other areas of their PRS, or who have demonstrated substantial contributions to their professional field. The professor rank

- is for faculty who are hired for a term of from three to seven years. Shorter terms may only be issued under exceptional circumstances with approval of the Provost.
- requires a notice of one year of intent not to renew