Rationale:

Text highlighted in yellow indicates changes between first and second reading.

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. This proposed change also addresses a need for additional flexibility in the contracts of practice track faculty.

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 with an exception for practice track faculty as noted in the next paragraph.

Many professor of practice track faculty are working or retired professionals, who are hired to teach a specific course (often just one) to share their professional expertise with students. Accordingly, practice track faculty may be hired for terms of one semester up to the maximum length allowed by rank below, regardless of previous employment history at ISU.

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 they 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/lecturer rank is for faculty who have the potential to contribute significantly to the mission of the university as defined in their PRS. Additional specifications related to this rank are listed below.

- 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 teaching 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 at rank their term will be from two to three years.

• **Assistant professors of practice** may be hired for terms of one semester up to three years.

• **These appointments** require a notice of one year of intent not to renew except when the appointment is only for one year or less, in which case a notice of three months is required.

Term faculty at the **Associate-associate Rank 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. Additional specifications related to this rank are listed below. The associate rank

• **Term associate professors** 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.

• **Associate professors of practice** may be hired for terms of one semester up to five years.

• **These appointments** require a notice of one year of intent not to renew except when the appointment is only for one year or less, in which case a notice of three months is required.

Term faculty at the **Professor professor Rank 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. Additional specifications related to this rank are listed below. The professor rank

• **Term professors** 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.

• **Professors of practice** may be hired for terms of one semester up to seven years.

• **These appointments** require a notice of one year of intent not to renew except when the appointment is only for one year or less, in which case a notice of three months is required.