

# IOWA STATE UNIVERSITY

Office of the Senior Vice President and Provost

## NTE Faculty Update

April 4, 2017

Rob Wallace, Chair, NTE Faculty Taskforce

Dawn Bratsch-Prince, Associate Provost

# NTE Faculty Taskforce Charge

“To evaluate the current status, definitions, descriptions, and policies surrounding the role of NTE faculty at ISU and to propose improvements to the current appointment classes, responsibilities, and procedures for evaluation, review, renewal, and advancement.”

# NTE Faculty Taskforce Timeline

- April 2016 - Convened Task Force and Received Charge
- Summer 2016 - Review of peer institutions for use of NTE position titles; evaluation of NTE status at ISU; planning.
- Nov. 2016 - Data acquisition from campus: Developed survey for all colleges, department chairs (56), and current NTE faculty (595) and administered (RISE) to evaluate campus needs, opinions, and current climate.
- Dec. 2016 – Focus groups held with NTE Faculty.
- Dec. 2016 to Feb. 2017 – Drafting of final report and recommendations.

# NTE Faculty Survey findings

- Position responsibilities vary widely across the university
- Activities outside of the PRS are not consistently considered
- Contract renewal and advancement policies/processes are not clearly and consistently communicated or applied
- Increased mentoring and professional development support needed

# NTE Faculty Survey findings

- Role in faculty governance needs greater clarification
- A more robust career ladder that recognizes expertise and professional experience is recommended
- Deans and chairs identify a need for greater recognition of NTE faculty work and accomplishments

# Improvements since 2013

- Charged Faculty Fellow with responsibility to develop NTE faculty programming
- Offer annual NTE faculty programming on career development and advancement
- Clarified in *FH* how part-time NTE appointments count towards advancement
- Established pool of professional development funding
- Created NTE advancement website
- Established NTE advancement portfolio templates in all colleges\*
- Standardized and increased salary increment for NTE advancement
- Expanded New Faculty Orientation to include NTE faculty
- Created university advising/teaching awards for NTE faculty
- Created Clinical Professor track with three-step advancement ladder
- Conducted review of all NTE contracts resulting in increased multi-year contracts
- Directed colleges/departments that one-year contracts should be the exception

# NTE Taskforce Proposals

- Change “Non-Tenure-Eligible” to “Specialized” faculty
- Add a third Lecturer rank: “Principal Lecturer”
- Create a “Teaching Professor” track
- Create a “Professor of Practice” track
- Revise the current “Research Professor” track
- Revise the current “Adjunct Professor” track

# NTE Taskforce Proposals – New Tracks/Ranks

<i>Contract Length</i>	<i>Advancement eligibility</i>	Instructional Faculty		Clinical Faculty	Professional Practice Faculty	Research Faculty	Adjunct Faculty
		<i>Non-terminal degree</i>	<i>Terminal degree</i>				
1-3 years		Lecturer	<b>Teaching Assistant Professor</b>	Clinical Assistant Professor	<b>Assistant Professor of Practice</b>	Research Assistant Professor	Adjunct Assistant Professor
3-5 years	After 5+ years	Senior Lecturer	<b>Teaching Associate Professor</b>	Clinical Associate Professor	<b>Associate Professor of Practice</b>	Research Associate Professor	Adjunct Associate Professor
3-5 years	After 5+ years	<b>Principal Lecturer</b>	<b>Teaching Professor</b>	Clinical Professor	<b>Professor of Practice</b>	Research Professor	Adjunct Professor



# NTE Taskforce Proposals – Principal Lecturer

- Adds third rank to existing Lecturer-Senior Lecturer track
- Faculty “stalled” at Senior Lecturer with no potential for advancement.
- Provides for recognition of continued service and accomplishment over an extended period of time
- Requested new rank to accommodate Senior Lecturers deserving of advancement.

# NTE Taskforce Proposals – Teaching Professor

- Proposed new track for NTE faculty whose emphasis is teaching.
- Distinguished from Lecturer track – requires terminal degree in discipline.
- Recognizes additional qualifications and experience.
- The title ‘Teaching Professor’ is not new – currently in use at other universities: Arizona, Carnegie-Mellon, Illinois-UC, Kansas State, Minnesota, Missouri, North Carolina State, West Virginia
- Analogous positions of “Professor of Instruction” in use at Univ. Iowa, Texas A&M

# NTE Taskforce Proposals – Professor of Practice

- Track for NTE Faculty for relevant individuals from industry, government, or other non-academic institutions to add to the teaching, research, or outreach mission of ISU.
- Strongly supported by colleges (particularly Business, Engineering, Human Sciences) and department chairs.
- Enhances quality of instruction/research and makes their involvement attractive to both faculty and students.
- A ‘Professor of Practice’ NTE Faculty track is currently being used at these universities (among others): Iowa, Kansas State, Missouri, North Carolina State, Ohio State (clinical), Texas, Texas A&M, Texas Christian, Texas Tech.

# NTE Taskforce Proposals

- Change “Non-Tenure-Eligible” to “Specialized” faculty
- Add a third Lecturer rank: “Principal Lecturer”
- Create a “Teaching Professor” track
- Create a “Professor of Practice” track
- Revise the current “Research Professor” track
  - Clarifies status, hiring, review, and other procedures.
- Revise the current “Adjunct Professor” track
  - Provides for flexibility in responsibilities and roles
  - Improves description for evaluation, review, and renewal

# Future action items

- Continue discussion and seek faculty input –  
**Send comments or concerns to: [rwallace@iastate.edu](mailto:rwallace@iastate.edu)**
- Revise *Faculty Handbook* as needed
- Establish a committee that develops plans for completing implementation and transition
- Implementation time needs to be determined
- Current NTE positions that may not match proposed tracks or ranks will be accommodated in transition process
- Governance documents at university, college and department levels shall be updated before hiring and advancement of new NTE positions occurs.

# Next steps

- Develop specific proposals for FH revisions through Governance Council for presentation to the Faculty Senate.
- Evaluation, discussion, debate, and action on proposals by Faculty Senate.
- If new FH language approved, begin implementation of new appointment titles over a TBD timeline

## Questions/Comments?