Purpose: Provide opportunity for discussion, feedback, and other comments in anticipation of forthcoming proposals for Faculty Handbook changes in the Fall 2017 semester.

Overview: Summary of comments and ideas received

Feedback: Still being sought on any proposals included in NTE Task Force report – comments, alternative suggestions, and comments of support or non-support are welcomed.

Send comments to Rob Wallace – rwallace@iastate.edu
## NTE Taskforce Proposals – New Tracks/Ranks

<table>
<thead>
<tr>
<th>Contract Length</th>
<th>Advancement Eligibility</th>
<th>Non-terminal Degree</th>
<th>Instructional Faculty</th>
<th>Clinical Faculty</th>
<th>Professional Practice Faculty</th>
<th>Research Faculty</th>
<th>Adjunct Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-3 years</td>
<td></td>
<td></td>
<td>Lecturer</td>
<td>Teaching</td>
<td>Assistant Professor of Practice</td>
<td>Research</td>
<td>Adjunct</td>
</tr>
<tr>
<td>After 5+ years</td>
<td></td>
<td></td>
<td>Professor</td>
<td>Assistant</td>
<td>Associate Professor of Practice</td>
<td>Assistant</td>
<td>Assistant</td>
</tr>
<tr>
<td>3-5 years</td>
<td></td>
<td></td>
<td>Principal Lecturer</td>
<td>Teaching</td>
<td>Professor of Practice</td>
<td>Research</td>
<td>Adjunct</td>
</tr>
</tbody>
</table>

*Source: Iowa State University, Provost's Office*
‘NTE’ versus ‘Specialized Faculty’

Intent: Describe faculty not by their inability for tenure but by their specialized role and appointment type.

Pro: Supported by many NTE faculty; better recognition of the positive role being performed. TF report largely supported by ISU-AAUP (caveat: loss of TTE positions)

Con: ‘Specialized’ may be confusing; NTE is unambiguous.

Non-Tenure Eligible Faculty Task Force Report

Discussion – Committee of the Whole

Professor of Practice

Intent: Ability to hire experienced individuals from business, industry, etc. to contribute to teaching and other missions. [ISU is not primary employer.]

Pro: Strongly supported by several colleges and departments. Adds an important dimension to professional degree programs and contact with ‘real world’ persons

Con: Many do not have terminal degrees (=lecturers?)

Suggestions: Are ranks and a career path necessary for this type of appointment? Is one classification/rank sufficient?
Adjunct Faculty

Intent: Used for hiring faculty for a variety of roles (teaching, research, service). [ISU as primary employer.]

Pro: Provides flexibility (as is currently in practice) for departments to accommodate faculty in a range of roles as defined by the PRS. Normally terminal degree required.

Con: May not ‘fit’ for certain positions/situations; difference between ‘Adjunct’ and ‘Affiliate’ potentially confusing.

Suggestions: Provide a clear definition under what circumstances ‘adjunct’ appointments can be made.
Non-Tenure Eligible Faculty Task Force Report

Discussion – Committee of the Whole

Instructional Faculty

Intent: Define career paths for instructional faculty to accommodate different levels of experience and amount of service.

Pro: Widespread support for creation of a third rank in the lecturer track; Happy with recognition of advanced degree as meaningful in NTE instructional track; Recognizes faculty with advanced degree and long-term commitment to the institution.

Con: Many do not like the two track system based on holding an advanced degree; additional positions potentially confusing

Suggestions: Add 3rd lecturer rank ASAP; merge two tracks into one; do away with lecturer track; Do not have position contingent on holding terminal degree; Allow hiring at different levels; Contract length should be commensurate with experience
Discussion – Committee of the Whole

Alternative Models

- Combine two tracks into one
- Allow for hiring at multiple levels
- Terminal degree requirement (if any) to be determined within criteria for advancement
- Contract length should be defined
- Need to accommodate current Lecturers/SL into structure or
- Abandon Lecturer title*; all instructional faculty in ‘Teaching Professor’ track.
Non-Tenure Eligible Faculty Task Force Report

Discussion – Committee of the Whole

Future Actions

• **Summer 2017**
  - Continue to collect feedback on proposed tracks, ranks, and policies. Send to rwallace@iastate.edu

• **Fall 2017**
  - Draft revised proposals for current and proposed new tracks
  - Work with Governance Council to revise FH sections
  - Discussions in Faculty Senate and departments
  - Action by Faculty Senate

• **Spring 2018 and beyond**
  - Begin implementation and departmental governance document alignment
  - Work with Provost Office & Senate on transition policy