

2013-12-02

Proposed Changes to Faculty Handbook

5.4.1 Evaluation, Renewal, and Advancement Policies for Lecturer, Senior Lecturer, Clinician, Senior Clinician, and Adjunct appointments

Rationale:

The language describing the eligibility of NTE faculty for advancement is regularly misinterpreted. The current text states that an NTE faculty member is eligible for advancement “after a minimum of six years or the completion of 12 semesters FTEs of employment” . The expression “FTEs” is understood by many to mean that only NTE with six years or twelve semesters of full-time appointment are eligible for advancement. In fact, NTE faculty with part- time appointments are equally eligible for advancement after the designated time in rank. The proposed elimination of “FTEs” will make the e intent of this policy clear.

To reflect further on career trajectories of NTE faculty at Iowa State, many of who come to ISU with experience as lecturers/clinicians/adjuncts at other institutions, we propose that our policy build greater flexibility into the eligibility criteria for advancement. By modifying the timeframe designated (6 years or 12 semesters) with the phrase “or its equivalent”, we allow NTE faculty with comparable previous experience at other institutions to get credit towards advancement.

5.4.1 Evaluation, Renewal, and Advancement Policies for Lecturer, Senior Lecturer, Clinician, Senior Clinician, and Adjunct appointments

5.4.1.1 Eligibility Criteria

- Lecturer and Clinician 1: a limited term, full- or part-time appointment of from one semester to three years and renewable. After a minimum of six years or the completion of 12 semesters ~~s FTEs~~ of employment (full or part time), ~~or its the equivalent~~, the individual has the right to be reviewed for advancement by the appropriate departmental committee. Criteria for advancement shall be based on the quality of work relative to the individual's PRS. The three outcomes of this review include: recommendation for advancement to Senior Lecturer or Senior Clinician; continuation of appointment as Lecturer or Clinician; or non-renewal of contract. Individuals who are not recommended for advancement are eligible to reapply in subsequent years. An outcome of the review process should be to provide constructive, developmental feedback to the individual regarding progress in meeting departmental criteria for advancement.
- Senior Lecturer and Senior Clinician 1: a limited term, full- or part-time renewable appointment not to exceed five years, requiring a notice of one year of intent not to renew. To be eligible for appointment as Senior Lecturer or Senior Clinician the individual shall have served as a Lecturer or Clinician, ~~or its equivalent~~, for a minimum of six years or ~~completed~~ 12 semesters ~~s FTEs~~ of employment. (full or part time)
- Adjunct appointment: a limited term, full- or part-time renewable appointment not to exceed five years for each appointment, requiring a notice of one year of intent not to renew except when the appointment is for a year or less.
- Professional and Scientific (P&S) non-tenure-eligible appointment: employees on P&S

| status may be appointed to limited term, renewable appointments, of from one to five years, to carry out faculty duties as specified in FH Section 3.3.2.5.

1 Colleges and other administrative units may substitute other descriptors in place of Clinician or Senior Clinician to reflect the usages and norms of their disciplines with approval of the Faculty Senate and the senior vice president and provost.

2 As specified in FH Section 3.3.2.4, the title of "adjunct instructor" is reserved "for persons with DVMS or the equivalent degree, who are performing faculty work as part of a PhD or specialty training program."

| Tenured and tenure-eligible faculty shall be responsible for selecting, reviewing, and renewing non-tenure-eligible faculty appointments, consistent with the principles of shared governance, and in accordance with each unit's governance document. This purview includes all personnel carrying out instructional duties providing course credit.

Approved as revised by the Faculty Senate on January 15, 2008, and by the president and provost on January 23, 2008

|