**NTTF Ad Hoc Committee Findings and Proposal**

Presentation to Faculty Senate, March 2022

The committee’s charge:

Propose a NTTF title structure & career paths for university-wide adoption.

* Create internal equity for the NTTF ranks & external equity with our peer institutions.
* Propose titles that give credence to our teaching faculty
* Leave room for individual colleges to tailor to their needs
* Not part of the committee’s scope: compensation & workload
* Present a proposal to the Faculty Senate by March 2022

Overview from Data Gathering

* Inconsistent titles across the colleges
* Inconsistent promotional paths for Instructors
* Inconsistent timing on evaluations
* Most are consistent on promotion timing (5 years)
* Inconsistent contract lengths
* No distinction between Instructor and PPP job descriptions
* Equity outlined in some TCU policy for PPPs, but not Instructors
* Some colleges trying to require research for NTTF
* Lack of representation on hiring committees and evaluation/promotion committees

Title Proposal

Lecturer (no change)

* Temporary, 1 year or less
* Appointments may not renew more than once (2 years max).

We found cases where faculty were kept in this temporary role for more than 5 years, exempt from evaluations and merit increases. The only reason given was a lack of approval for permanent budget dollars.

In the Faculty Handbook, Terms and Conditions of Service, Faculty Compensation Philosophy section, Page 34, it specifies Lecturers are not eligible for merit increases.

Instructor

* 3 levels, no terminal degree required
* Instructor I, Instructor II, Sr. Instructor

Professor of Practice OR Professor of Instruction (PP/PI)

* Title of PP or PI is chosen by the college

Some do not consider “Professional Practice” or “Practice” appropriate for their field. Professor of Instruction allows the title of “professor” while eliminating “practice”

* Requires Terminal Degree

Allow combination of degree and professional experience. This is important to the professional fields (like nursing and business). While a faculty member may have a terminal degree in an area other than nursing, they could have 15+ years as a practicing nurse and would be qualified as a PP/PI.

* Assistant, Associate, & Professor of Practice OR Professor of Instruction

Promotion Guidelines Proposal

* The timeline would follow the TTF timeline for promotions (every 5 years)
* At least 50% of the promotion committee would be NTTF, or all eligible NTTF within the college if this number is less than 50% of the committee. This allows for more representation of NTTF in matters where NTT faculty are being evaluated.
* Service as a Visiting Lecturer at TCU would count towards the 5-year requirement for promotion.

Evaluations Proposal

* Evaluations would occur during the first year of appointment at TCU and before contract renewals.

This is in addition to Faculty 180 and annual review letters.

Similar to Assistant Professor evaluations prior to tenure.

Contract Length Proposal

* First year of appointment *at TCU* – 1 year

Allows for an evaluation prior to a multi-year contract.

* Instructor I and Asst PP/PI – 2 to 4 years
* Instructor II and Assoc PP/PI – 3 to 5 years
* Sr. Instructor and PP/PI – 3 to 5 years
* Faculty Handbook, Terms and Conditions of Service, Paragraph 2, page 33 states non-tenured faculty are “confirmed by a letter and annual contract.”

In the same section and page, under sub-heading “Appointments and Contracts” it states appointments are for an academic year and reappointments are year-to-year unless permanent tenure is obtained. We’d like this re-worded for multi-year contracts.

Scholarship Proposal

* The committee requests a TCU policy statement on making research optional for NTTF to be determined during hire/contract renewal if agreed upon/requested by the faculty member.

This allows research to become part of the workload and evaluation.

* If not required by contract, NTTF should receive “credit” for any research in their annual evaluations and during promotion consideration.
* College governance documents to include a statement that required scholarly activity is not limited to traditional research and publication in peer-reviewed journals for NTTF. Examples of qualified activities would be beneficial for promotion committees and candidates to ensure each PP/PI and Instructor understand the expectations of their role and for consistency in evaluations.
* The Faculty Handbook, Research, Page 69, states, “The University expects all members of the faculty to engage in such research and creative endeavor as is necessarily concomitant with their role in instruction.”

Proposal on Equity for Instructors and PP/PIs

* Each college must make a distinction between Instructors and PP/PIs *OTHER THAN* a terminal degree.

Differences could be in the job description, responsibilities, workload, etc.

This is to prevent Instructors from doing the exact same job as PP/PIs for less pay.

The Faculty Handbook, Faculty Appointment and Reappointment and Promotion Policy, Faculty Ranks, Page 40, gives the same description for Instructor and PPP.

* Titles cannot be assigned based on the budget.

With a distinction in job description, responsibilities, workload, etc., the jobs would be different. This issue should no longer be a concern if the job descriptions are different.

Visiting Lecturers cannot extend beyond 2 years to prevent the budget from dictating a title and opportunities for the faculty member doing more than they’ll be compensated for (lack of merit increases and promotion).

* The committee proposes a statement in the Faculty Handbook regarding guaranteed equity for all PP/PIs & Instructors in all matters, except T&P of TTF.

It was found that some colleges/departments are using titles as a deciding factor in blanket policy statements & in practice for committee membership, graduate faculty status, teaching awards, service awards, assigned office spaces, etc.

Equity could be accomplished if requirements were more specific to individual accomplishments or achievements, or job duties instead of the title held. This could include published scholarly research, length of service, prior experience, etc.

* The committee proposes a Senate Resolution be crafted regarding guaranteed equity for all PP/PIs & Instructors in all matters, except T&P of TTF.