

# NTT Faculty Handbook Revision Proposal—Executive Summary

## Rationale

Non-tenure-track (NTT) faculty play an essential role alongside tenure-track and tenured faculty in carrying out the mission of Seattle University. In 2011, the university recognized the contributions of NTT faculty, and the university's ongoing need for them, in a Faculty Titles Working Document (June 28, 2011). This document created a more stable and consistent framework for titles and promotions and was an important moment in a larger process that has led to improved climate and compensation, stability of employment, and integration into systems of shared governance for NTT faculty.

Our proposal seeks to build on this foundation while recognizing the need for further change. A recent study by the Faculty Handbook Revision Committee determined that naming practices at Seattle University (specifically, usage of the titles of Lecturer and Instructor) deviate from those of fifteen benchmark institutions (*Benchmarking Non-Tenure Track: Full Time Faculty Rank Titles*, April 14, 2020). At the same time, institutions like Georgetown University, University of Kansas, and Florida State University (Panama City) have determined that neither "Instructor" nor "Lecturer" is an adequate designation for NTT faculty whose service to the university is long-term and increasingly spans an entire career. Georgetown, for example, has created a three-tiered promotion track for Teaching Professors and Professors of Practice, reserving the Lecturer title for short-term appointments of individuals "without the expectation of career progression" (*Framework for Full Time Non-Tenure Line (FTNTL) Instructional Faculty*, September 19, 2014). Public institutions are also moving in this direction. The Pennsylvania State University System has created a three-tiered promotion track for Teaching Professors, Research Professors and Clinical Professors (Alina Tugend, "How Penn State Improved Conditions for Adjuncts," *Chronicle of Higher Education*, October 30, 2019). We believe that Seattle University should join the ranks of these institutions that are setting the standard for fair labor practices, just compensation, and full integration of NTT faculty.

In broad terms, the goals of our proposal are an improved titles and promotions structure for long-term full-time and part-time faculty, consistency across schools and colleges, and promotion of a more inclusive faculty culture by eliminating "Non-Tenure-Track" as a category of reference.

## Key Elements of the Proposal

- Teaching Professor Series and Clinical Professor Series
  - conversion of current Instructor and Lecturer series to a new Teaching Professor Series
  - new description of appointments in Teaching Professor Series (Assistant, Associate, Full)
  - revised description of appointments in Clinical Professor Series (Assistant, Associate, Full)
  - promotion criteria and procedures for Clinical and Teaching Professor Series
  - multi-year contracts at rank of Associate or higher
  - eligibility criteria for paid professional leave, phased retirement, and emeritx status
- Temporary Appointments
  - future Lecturer title will indicate short-term appointment only
  - continued reappointment of Lecturer = conversion to Teaching Professor or Clinical Professor Series
- Part-Time Faculty
  - new Instructor series for part-time faculty with clarification of titles and roles
  - use of the title Adjunct only for faculty teaching 3 courses or less per year
  - criteria and procedures for promotion to Senior Instructor
  - retention of former title as working title for full-time faculty reduced to part-time status

## TITLES TRANSITION MAPPING CHART

EXISTING TITLES	NEW TITLES
<b>Instructor Series</b>	<b>Teaching/Clinical Professor Series</b>
Instructor	Assistant Teaching/Clinical Professor
Senior Instructor	Associate Teaching/Clinical Professor
Senior Instructor meeting rank requirements	Teaching/Clinical Professor
<b>Clinical Professor Series</b>	<b>Clinical Professor Series</b>
Assistant Clinical Professor	Assistant Clinical Professor
Associate Clinical Professor	Associate Clinical Professor
Clinical Professor	Clinical Professor
<b>Part-Time Faculty</b>	<b>Instructor Series</b>
Adjunct < 17.5 work units	Adjunct Instructor
Adjunct 17.5 to < 25 work units	Instructor or Senior Instructor
Adjunct 17.5 to < 25 work units Meeting rank requirements	Senior Instructor
<b>Lecturer Series</b>	<b>Lecturer or Professorial Series</b>
Lecturer – newly hired, temporary	Lecturer
Lecturer – with 2 or more years of prior continuous employment	Assistant Teaching or Clinical Professor (or higher)
Senior Lecturer	Assistant Teaching or Clinical Professor (or higher)
<b>Professor of Lawyering Skills Series</b>	<b>(unchanged)</b>
Assistant Professor of Lawyering Skills	Assistant Professor of Lawyering Skills
Associate Professor of Lawyering Skills	Associate Professor of Lawyering Skills
Professor of Lawyering Skills	Professor of Lawyering Skills
<b>NTT Library Faculty</b>	<b>(unchanged)</b>
Assistant Librarian	Assistant Librarian
Associate Librarian	Associate Librarian
Librarian	Librarian

NTT Faculty Handbook Revision Proposal - Final Draft (v27) Overview Spreadsheet

	Terminal/ Non-Terminal Degree Requirement	Work Load	Service Expectation	Scholarship /Research Expectation	Contract Type	1 Year Notice of Non- Reappointment	Compensation	Promotion Eligibility	Benefits Eligibility	Short-term Leave Eligibility	Phased Retirement Eligibility	Emeritx Eligibility (if meeting all requirements)	Base Budget (not included in handbook, but important to consider)
<b>TEMPORARY FACULTY</b>													
Lecturer	Either	Full-time	None	as req'd for accreditation	Single-year Temporary (max 2x consec.)	NO	1.0 FTE	NO	YES	NO	NO	YES	NO
<b>PART-TIME FACULTY ** (Note - Since "Instructor" title is proposed for this series, all current Instructor Series Faculty must move to Teaching Professor or Clinical Professor series)</b>													
Adjunct Instructor	Either	< 17.5 Work Units per year	None	as req'd for accreditation	Single-year or less	NO	Per Course	NO	NO	NO	NO	YES	NO
Instructor	Either	17.5 to < 25 Work Units per year	None	as req'd for accreditation	Single-year	NO	% < 1.0 Teaching FTE	apply to Senior Instructor in 6th year	YES	NO	YES	YES	NO
Senior Instructor	Either	17.5 to < 25 Work Units per year	None	as req'd for accreditation	3-5 Year	YES	% < 1.0 Teaching FTE + Rank Level	NO	YES	NO	YES	YES	YES
<b>TEACHING PROFESSOR SERIES</b>													
Assistant Teaching Professor	Either	Full-time or Modified FT = 5-6 courses/yr	Basic	as req'd for accreditation	Single or multi-year	YES (2-year probation)	1.0 FTE	apply to Associate TP in 6th year	YES	NO	YES	YES	YES
Associate Teaching Professor	Either	Full-time or Modified FT = 5-6 courses/yr	Substantial	as req'd for accreditation	3-5 Year	YES	1.0 FTE + Rank Level	apply to Full TP in 5th year	YES	YES	YES	YES	YES
Full Teaching Professor	Customarily Terminal	Full-time or Modified FT = 5-6 courses/yr	Leadership	as req'd for accreditation	3-5 Year	YES	1.0 FTE + Rank Level	NO	YES	YES	YES	YES	YES
<b>CLINICAL PROFESSOR SERIES</b>													
Assistant Clinical Professor	Customarily Terminal	Full-time or Modified FT = 5- 6 courses/yr	Basic	as req'd for accreditation	Single or multi-year	YES (2-year probation)	1.0 FTE	apply to Associate CP in 6th year	YES	NO	YES	YES	YES
Associate Clinical Professor	Customarily Terminal	Full-time or Modified FT = 5- 6 courses/yr	Substantial	as req'd for accreditation	3-5 Year	YES	1.0 FTE + Rank Level	apply to Full CP in 5th year	YES	YES	YES	YES	YES
Full Clinical Professor	Customarily Terminal	Full-time or Modified FT = 5- 6 courses/yr	Leadership	as req'd for accreditation	3-5 Year	YES	1.0 FTE + Rank Level	NO	YES	YES	YES	YES	YES
<b>NO CHANGES are being proposed for NTT positions in the Professor of Lawyering Skills and Library Faculty series.</b>													