

Clinical/Teaching/Practice Faculty Proposal Q&A

1) Will establishment of a teaching track undermine hiring of tenure track faculty and result in reduced numbers of tenure track faculty?

Implementation of the teaching track is designed to provide a better career path for the best and most dedicated of our current associated faculty (lecturers, senior lecturers, hybrid faculty) and not to expand the use of non-tenure track faculty.

2) Do peer institutions have an equivalent track?

YES! Examples include Indiana, Iowa, Maryland, Michigan, Northwestern, Purdue...

3) Promoting individuals into teaching faculty positions should be accompanied by increase in salary - what are the fiscal implications?

A salary bump is likely to be appropriate in many cases.

4) Allowing up to 50% in a unit seems too high.

No more than 20% of the total faculty in ASC will be allowed, with a maximum of 50% in any individual TIU. Individual units can set a lower limit if they choose - there is no constraint on an individual unit making the decision that they want a lower limit.

5) How will units decide on standards?

This is discipline-specific, and units should decide what is appropriate. Teaching track faculty are used in many of our peer institutions; their processes can be investigated as a source of information.

6) What will the expectations be in terms of teaching load?

All specifics relative to how such a position is administered, and what the expectations will be, are up to the unit. They will vary in different units, and even for different individuals within a unit if they have different assigned duties.

7) What are the implications for governance?

Governance rights will be at the discretion of the unit. Per Faculty Rules, only tenure-track faculty may evaluate tenure-track faculty; both clinical/teaching/practice and tenure-track faculty may evaluate clinical/teaching/practice faculty, but participation of clinical/teaching/practice faculty in the review is at the discretion of the unit.

8) This is irrelevant to my unit as we don't intend to implement this.

This is enabling legislation. The college-wide vote will determine if ANY units (in addition to Speech & Hearing, Psychology and Communication) will be allowed to use this track. Individual units will have complete autonomy as to whether they use it, but it is important that all tenure-track faculty participate in the voting process to obtain the necessary 50% approval.

9) Will appointments be allowed at regional campuses?

Yes, by agreement between the regional dean and the department/school. Regional campus tenure-track faculty will be included in the vote to implement this track.