

Proposal on Renewable Contract Faculty Titles & Promotion Criteria

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Objectives

- Develop definitions for various academic ranks based on job responsibilities and position experience.
- Better define pathways of promotion for renewable contract faculty professor ranks.
- Provide a third promotion level for renewable contract instructors.

Current Ranks of Renewable Contract Faculty

	Distribution of Responsibilities	Terminal Degree Required	Promotion Eligible	Promotion Criteria
Renewable Contract Professorial Ranks				
Assistant Professor	All are required to engage in service. They must also engage in teaching, research, or clinical instruction. The duties vary greatly across colleges and distribution of FTE is not always specified in letters of appointment.	Y	Y	According to the Faculty Handbook (p. 34), promotion to associate will be based on “evidence of effective activity in the areas of teaching, research, or clinical practice” and service. Promotion to full will be based on “compelling evidence” of a significant service contribution and “teaching, research, or clinical aspects of one’s field.”
Associate Professor		Y	Y	
Professor		Y	n/a	
Renewable Contract Instructor Ranks				
Instructor	Typically 80% teaching and 20% service, see p. 57 of the Faculty Handbook .	N	Y	As currently stipulated in the Faculty Handbook (p. 35), promotion comes automatically with reappointment to a seventh year of service.
Senior Instructor		N	n/a	

Proposed Ranks of Renewable Contract Faculty

	Distribution of Responsibilities	Terminal Degree Required	Promotion Eligible	Promotion Criteria
Renewable Contract Professorial Ranks				
Teaching, Research, or Clinical Assistant Professor	The majority of appointment responsibilities must correspond with title (teaching, research, or clinical); all are expected to contribute to service (typically an FTE of 20%). The exact distribution of responsibilities (FTE) <u>must</u> be documented in the offer letter, and is open to revision with mutual approval of faculty, chair, and dean.	Y	Y	Teaching and research faculty will be expected to meet tenure-line faculty expectations in their specific areas of appointment <u>only</u> , with weighting to match their appointment FTE as stipulated in their most recent offer letter. University-level expectations for clinical faculty will need to be developed. Colleges and departments will be expected to develop discipline-specific criteria for all categories.
Teaching, Research, or Clinical Associate Professor		Y	Y	
Teaching, Research, or Clinical Professor		Y	n/a	
Professor of Practice	Variable, depending on nature of appointment. Distribution of FTE must be documented in the offer letter.	N	n/a	This appointment will only be made at the level of professor to persons with significant distinction and experience outside of academia across many years.
Renewable Contract Instructor Ranks				
Instructor	Typically 80% teaching and 20% service, see p. 57 of the Faculty Handbook . Exact distribution must be documented in the offer letter.	N	Y	As currently stipulated in the Faculty Handbook (p. 35), promotion comes automatically with reappointment to a seventh year of service. Currently eligible, Senior Instructors will be promoted at their next contract renewal, or sooner.
Senior Instructor		N	Y	
Principal Senior Instructor		N	n/a	