

### Faculty Standards – Ranks and Promotion Non-Tenure Track Faculty

1. **CMHT\_Policy\_Faculty\_5\_Standards\_Ranks\_Promotion\_Non-Tenure\_Track\_Faculty**
  - a. Lecturer Faculty Ranks: Lecturer, Senior Lecturer, Principal Lecturer
  - b. Clinical Faculty Ranks: Clinical Assistant Professor, Clinical Associate Professor, Clinical Professor
2. **Date Issued**: 9/08 (Approved VPAA.); Updated 10/11; 10/12; 7/14; 2/17; 5/18, 12/18 (Reviewed VPAA; Revised CMHT)
3. **Purpose**: To provide standards of performance expected by non-tenure track faculty for promotion and continuing appointments. University policy will take precedent in all cases:

UNT Policy 06.005 Non-Tenure Track Faculty Reappointment and Promotion

[https://policy.unt.edu/sites/default/files/06.005\\_Non-TenureTrackFacultyReappointmentAndPromotion\\_2017.pdf](https://policy.unt.edu/sites/default/files/06.005_Non-TenureTrackFacultyReappointmentAndPromotion_2017.pdf)

- a. A non- Tenure Track appointment is of a fixed duration in which the individual is part of a department faculty.
- b. Such an appointment is not eligible for tenure and may be for a partial semester, a semester, an academic year, or for multiple years.

UNT Policy, 06.002 Academic Appointments and Titles defines non-tenure track appointment titles.

[https://policy.unt.edu/sites/default/files/06.002\\_AcademicAppointmentsAndTitles\\_2017.pdf](https://policy.unt.edu/sites/default/files/06.002_AcademicAppointmentsAndTitles_2017.pdf)

### Lecturer Ranks

4. **Lecturer**: A Lecturer is a non-tenure track faculty member who meets the performance expectations related to the workload outlined in UNT Policies 06.005 and 06.002..
  - 4.1 Meets the Southern Association of Colleges and Schools (SACS) requirements of an earned master's degree,
  - 4.2 Has a minimum of 18 graduate semester hours in the teaching discipline and/or certification, licensing, or equivalent professional experience.
  - 4.3 Demonstrates teaching effectiveness; or, if new hire, potential to be effective teacher.
  - 4.4 Demonstrates sustained effectiveness in the domain of service.
  - 4.5 Undergoes Annual Review by the CMHT PAC and is based on the following UNT Policies:
    - 4.5.1 06.007 – Annual Review;
    - 4.5.2 06.035 – Academic Freedom and Academic Responsibility; and
    - 4.5.3 06.027 – Academic Workload.
  - 4.6 Appointments are generally a three (3) year continuing contract with option to renew based on annual evaluations.
5. **Senior Lecturer**: A senior lecturer is a non-tenure track faculty member who meets the promotion criteria outlined in UNT Policies 06.005 and 06.002..
  - 5.1 Meets the Southern Association of Colleges and Schools (SACS) requirements of an earned master's degree.
  - 5.2 Has a minimum of 18 graduate semester hours in the teaching discipline and/or certification, licensing, or equivalent professional experience.
  - 5.3 Must have served at least three (3) consecutive years in the rank of lecturer or have equivalent prior teaching experience at the college level.
  - 5.4 Has a record of substantial and continued excellence in teaching (UNT Policy 06.004).

- 5.5 Provides evidence of sustained effectiveness in service to the Department, College, and/or University.
  - 5.6 Submits an annual comprehensive teaching portfolio covering, at minimum, six (6) semesters of full-time teaching.
  - 5.7 Undergoes Annual Review by the CMHT PAC and is based on the following UNT Policies:
    - 5.7.1 06.007 – Annual Review;
    - 5.7.2 06.035 – Academic Freedom and Academic Responsibility; and
    - 5.7.3 06.027 – Academic Workload.
  - 5.8 Appointments are for a five year continuing contract with an option to renew based on annual evaluations.
6. **Principal Lecturer:** A principal lecturer is a non-tenure track faculty member who meets the promotion criteria outlined in UNT Policies 06.005 and 06.002.
- 6.1 Meets the Southern Association of Colleges and Schools (SACS) requirements of an earned master’s or doctoral degree.
  - 6.2 Has a minimum of 18 graduate semester hours in the teaching discipline and/or certification, licensing, or equivalent professional experience.
  - 6.3 Has a record of sustained excellence in teaching and service according to UNT Policy 06.005.
  - 6.4 Has the equivalent of five years (10 semesters full-time) college-level teaching that includes two years (four semesters full-time) that meet the qualifications at the senior lecturer rank, and/or equivalent professional experience.
  - 6.5 Received recognition at the national level in scholarship and/or leadership related to the discipline.
  - 6.6 Has evidence of distinguished service at Department, College, and/or University.
  - 6.7 Submits annual comprehensive teaching portfolio covering, at minimum six semesters of full-time teaching.
  - 6.8 Undergoes Annual Review by the CMHT PAC and is based on the following UNT Policies:
    - 6.8.1 06.007 – Annual Review;
    - 6.8.2 06.035 – Academic Freedom and Academic Responsibility; and
    - 6.8.3 06.027 – Academic Workload.
  - 6.9 Appointments are for a five year continuing contract with an option to renew based on annual evaluations.

### Clinical Faculty Ranks

7. **Clinical Assistant Professor:** A clinical assistant professor is a non-tenure track faculty member who has expertise or specialization in a specific profession and whose primary responsibilities are performed in a clinical, professional, or practicum setting.
- 7.1 Meets the Southern Association of Colleges and Schools (SACS) requirements of an earned terminal degree, usually PhD.
  - 7.2 Has a minimum of 18 graduate semester hours in the teaching discipline and/or certification, licensing, or equivalent professional experience.
  - 7.3 Demonstrates excellence based on university, department and college criteria for teaching and service.
  - 7.4 Undergoes Annual Review by the CMHT PAC and is based on the following UNT Policies:
    - 7.4.1 06.007 – Annual Review;
    - 7.4.2 06.035 – Academic Freedom and Academic Responsibility; and
    - 7.4.3 06.027 – Academic Workload.
  - 7.5 Appointments are made for an initial term of three (3) years on a continuing contract with an option to renew based on annual evaluations.
8. **Clinical Associate Professor:** A clinical associate professor is a non-tenure track faculty member who meets promotion criteria as outlined in UNT Policies 06.005 and 06.002.

- 8.1 Meets the Southern Association of Colleges and Schools (SACS) requirements of terminal degree, usually PhD.
- 8.2 Received recognition at the national level in scholarship and/or leadership related to the discipline.
- 8.3 Has a minimum of 18 graduate semester hours in the teaching discipline and/or certification, licensing, or equivalent professional experience.
- 8.4 Must have served at least five (5) consecutive years in the rank of assistant clinical professor or have equivalent prior relevant experience.
- 8.5 In each year as Clinical Assistant Professor, the candidate must have demonstrated excellence based on university, college and department criteria for teaching, scholarship, and service. (UNT Policy 06.005.)
- 8.6 Requires evidence of excellence in the primary domain of responsibility and sustained effectiveness in other workload assignments. (UNT Policy 06.005)
- 8.7 Excellence or extraordinary quality in any one domain will not compensate for lack of sustained effectiveness in other assigned areas.
- 8.8 Undergoes Annual Review by the CMHT PAC and is based on the following UNT Policies:
  - 8.8.1 06.007 – Annual Review;
  - 8.8.2 06.035 – Academic Freedom and Academic Responsibility; and
  - 8.8.3 06.027 – Academic Workload.
- 8.9 Appointments are made for up to five (5) years on a continuing contract with option to renew based on annual evaluations. (

**9. Clinical Professor:** A clinical professor is a non-tenure track faculty member who meets promotion criteria as outlined in UNT Policies 06.005 and 06.002.

- 9.1 Meets the Southern Association of Colleges and Schools (SACS) requirements of earned terminal degree, usually PhD. .
- 9.2 Received recognition at the international level in scholarship and/or leadership related to the discipline.
- 9.3 Has a minimum of 18 graduate semester hours in the teaching discipline and/or certification, licensing, or equivalent professional experience.
- 9.4 Must have served at least five (5) consecutive years in college-level clinical, professional, or practicum assignments, including at least three (3) years at the associate clinical professor rank, or have equivalent prior relevant experience.
- 9.5 In each year as Associate Clinical Professor, must have demonstrated excellence based on university, college and department criteria for the candidate's primary domain of responsibility as well as other workload assignments: teaching, scholarship, and service. (UNT Policy 06.005.)
- 9.6 Evidence of excellence or extraordinary quality in any one domain will not compensate for lack of sustained effectiveness in other assigned areas. (UNT Policy 06.005)
- 9.7 Undergoes Annual Review by the CMHT PAC and is based on the following UNT Policies:
  - 9.7.1 06.007 – Annual Review;
  - 9.7.2 06.035 – Academic Freedom and Academic Responsibility; and
  - 9.7.3 06.027 – Academic Workload.
- 9.8 Appointments are made for up to five (5) years on a continuing contract with option to renew based on annual evaluations. (UNT Policy 06.005)