

Feb 27, 2024

Senate Approved May 2024

# Statement from the PCC Ad-Hoc Subcommittee on NTT Faculty

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**Concerning round two of recommendations for the CA&S proposal on “changes to Faculty Handbook policies 1.3 (Full-time non-tenure-track renewable faculty) and 1.4 (Full-time non-tenure-track temporary faculty)” introduced Oct. 5, 2023:**

The subcommittee’s initial recommendations (discussed Feb. 15) were an attempt to address and bring together solutions to a variety of matters of concern that were raised over many meetings regarding the proposal from the College of Arts and Sciences. Those recommendations were seen by many as not being in support of improvements for faculty in current NTTR/T roles, which certainly was not the intent. The discussion about the recommendations revealed a wide range of views that helped the subcommittee better recognize the reasons for some of the choices in the original proposal; therefore, the subcommittee wishes to offer this revised proposal and to emphasize a position of support for faculty affected by the proposed changes.

We were particularly surprised by the level of discussion on the position titles themselves. A wide variety of titles and contract types for teaching and professional faculty can be found across institutions nationally, including inconsistencies of the same title defining different contract types, as well as different titles defining the same contract type. While this presents to us a challenge in selecting appropriate titles for various faculty roles, it also presents us with the opportunity to choose in a way that reinforces NKU’s core values of **inclusiveness** and **collegiality**. For NKU faculty to feel valued, titles should appropriately represent their training, expertise, professional experience, and offerings to their fields of study and to NKU. Furthermore, all NKU faculty should be treated with respect and fairly compensated for their contributions regardless of title designation. As the NKU Faculty Handbook declares, without regard to contract category: “Faculty are professionals employed by Northern Kentucky University ... to perform teaching and other academic responsibilities commensurate with the missions and goals of the University.”

With these thoughts in mind, we submit this substantial revision of our proposal.

# Proposal for Faculty Handbook Revision from the PCC Ad-Hoc Subcommittee on NTT Faculty

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\*Note: differences between existing Handbook policy and proposed policy are highlighted.

## 1.3. FULL-TIME TEACHING FACULTY

Full-time Teaching faculty hold the rank of Assistant Teaching Professor, Associate Teaching Professor, or Teaching Professor. Teaching faculty perform full-time teaching and service duties as stipulated by the University and their appointment form. Teaching faculty are not appointed to a probationary or tenured position, and at no point will accrue time toward tenure.

Faculty holding a teaching appointment are generally hired as an Assistant Teaching Professor with a minimum one-year appointment. Subsequent teaching faculty contracts are renewed for an additional two (Assistant Teaching Professor) or three (Associate Teaching Professor and Teaching Professor) year appointment, contingent on positive annual performance reviews as well as support from the department/program chair and dean/director/vice provost. The performance review process is on the normal schedule, based upon duties as stipulated in the appointment form. Notification of non-renewal of appointment must be made to the faculty member by March 31.

Faculty holding teaching appointments are employed as the result of an internal or external search process. At the end of five years in the position, a full-time Assistant Teaching Professor is eligible for promotion to Associate Teaching Professor. After five years in the position, an Associate Teaching Professor is eligible for a promotion to Teaching Professor. Criteria for promotion to Associate Teaching Professor and Teaching Professor will be established in writing by each academic unit, subject to the approval of the appropriate dean, director, or vice provost.

The recommendation for promotion will be made by the head of the academic unit, with input from the faculty, during the normal performance review in the fifth year (Associate Teaching Professor) or tenth year (Teaching Professor) of the faculty member's appointment, or in subsequent years in case of a negative recommendation. The recommendation (positive or negative) will be forwarded to the appropriate dean, director, or vice provost, who will make the final decision.

#### 1.4. FULL-TIME VISITING FACULTY

Full-time visiting faculty hold the rank appropriate to their credentials and teaching experience. Normally the appointment rank will be Visiting Assistant Teaching Professor, Visiting Associate Teaching Professor, or Visiting Teaching Professor. Visiting faculty will perform full-time duties as stipulated by the University, but they are not appointed to a probationary or tenured position. At no point will appointees to these positions accrue time toward tenure.

Full-time visiting faculty are expected to carry a full course load and to perform all the duties associated with these teaching responsibilities. Departments/schools may invite them to faculty meetings and may involve them in appropriate committees; they are expected to attend any meetings related to their teaching. Any other assignments or responsibilities should be specified by the department/program chair at the time of appointment and are subject to the approval of the dean, director or vice provost. Departments/schools may use this category to employ faculty who have no teaching responsibilities, e.g., grant supported researchers or postdoctoral associates.

Faculty holding a visiting appointment are appointed on a one-year basis. A visiting faculty position appointment may be made after consultation between the department/program chair and the dean, director, or vice provost, with approval by the provost. Visiting faculty appointments are one-year, temporary, terminal appointments that can be repeated.

Full-Time Visiting Faculty are provided with Social Security contributions by the University. In addition, health insurance is provided by the University if the appointment is full-time for the complete academic year. If the appointment is full-time for less than one complete academic year, health insurance is provided by the University as needed to comply with local, state, or federal laws or regulations.

#### 1.7.2. Guest Faculty

Guest faculty are persons who hold a temporary appointment for an academic year, a semester, or a shorter term, as designated in their letter of appointment. Normally such persons hold a faculty appointment at another university or college. Such persons hold an appropriate rank preceded by the designation "guest."

# Current Faculty Handbook Text

## **1.3. FULL-TIME, NON-TENURE-TRACK, RENEWABLE (NTTR) FACULTY**

Full-time, non-tenure-track renewable (NTTR) faculty hold the rank of Lecturer and perform full-time duties as stipulated by the University in their appointment form, but they are not appointed to a probationary or tenured position. At no point will appointees to these positions accrue time toward tenure.

Faculty holding a non-tenure-track, renewable (NTTR) appointment are generally appointed on a year-by-year basis following performance review. The performance review process is on the normal schedule, based upon duties as stipulated in the appointment form. Notification of non-renewal of appointment must be made to the faculty member by March 31. Faculty holding non-tenure-track, renewable (NTTR) appointments are employed as the result of an internal or external search process. At the end of five years in the position, a full-time NTTR lecturer is eligible for promotion to Lecturer II. After five years in the position, a Lecturer II is eligible for a promotion to Senior Lecturer. Criteria for promotion to Lecturer II and Senior Lecturer will be established in writing by each academic unit, subject to the approval of the appropriate dean (or program director). A record of satisfactory performance in teaching is a necessary requirement for promotion. The recommendation for promotion will be made by the head of the academic unit, in consultation with the faculty, during the normal performance review in the fifth year (in the case of Lecturer II) and tenth year (in the case of Senior Lecturer) of the lecturer's appointment, or in subsequent years in case of a negative recommendation. The recommendation (positive or negative) will be forwarded to the appropriate dean (or program director), who will make the final decision.

Non-tenure-track, renewable (NTTR) faculty holding the rank of Instructor before the 1994 adoption of this Handbook by the Board of Regents shall retain that rank. After the adoption of this Handbook by the Board of Regents, non-tenure-track, renewable faculty shall hold only the rank of Lecturer for the entire length of their appointment.

## **1.4. FULL-TIME, NON-TENURE TRACK, TEMPORARY (NTTT) FACULTY**

Full-time, non-tenure-track, temporary (NTTT) faculty hold the rank appropriate to their credentials and teaching experience. Normally the appointment rank will be lecturer, adjunct professor, or visiting professor. Temporary faculty will perform full-time duties as stipulated by the University, but they are not appointed to a probationary or tenured position. At no point will appointees to these positions accrue time toward tenure.

These faculty are expected to carry a full course load and to perform all of the duties associated with these teaching responsibilities. Departments/schools may invite them to faculty meetings and may involve them in appropriate committees; they are expected to attend any meetings related to their teaching. Any other assignments or responsibilities should be specified by the department chair/school director at the time of appointment and are subject to the approval of the dean (or program director). Departments/schools may use this category to employ faculty who have no teaching responsibilities, e.g., grant supported researchers or postdoctoral associates.

Faculty holding a non-tenure-track, temporary (NTTT) appointment are appointed on a one-year basis. A temporary position appointment may be made as a result of consultation between the department chair/school director and the dean, with approval by the provost. Temporary appointments are one-year, temporary, terminal appointments that can be repeated. Lecturers holding one-year, temporary, terminal appointments before the 1994 adoption of this Handbook by the Board of Regents may be appointed to new one-year, temporary, terminal appointments, regardless of the number of past appointments, if such positions are available and if their past performance warrants reappointment. No additional notice of non-renewal of appointment is necessary.

Non-tenure-track, temporary (NTTT) faculty are provided with Social Security contributions by the University. In addition, health insurance is provided by the University if the appointment is full-time for the complete academic year. If the appointment is full-time for less than one complete academic year, health insurance is provided by the University as needed to comply with local, state, or federal laws or regulations.

### **1.7.2. Visiting Faculty**

Visiting faculty are persons who hold a temporary appointment for an academic year, a semester, or a shorter term, as designated in their letter of appointment. Normally such persons hold a faculty appointment at another university or college. Such persons hold an appropriate rank preceded by the designation "visiting."