

# Non-Tenure Track (NTT) Faculty Policies of the Geosciences Department

*Passed by TT faculty vote on 11/15/18, with minor revisions 12/6/18.*

## 1) NTT Titles within Department of Geosciences

Ranks (CSU-specified)	Titles (Geosciences-specified)
Instructor	Instructor
Senior Instructor	Senior Instructor
Master Instructor	Master Instructor
(NTT) Assistant Professor	Teaching <i>or</i> Research Assistant Professor
(NTT) Associate Professor	Teaching <i>or</i> Research Associate Professor
(NTT) Professor	Teaching <i>or</i> Research Professor

## 2) Criteria for Assigning NTT Faculty Ranks and Titles

**Instructor** – MS or PhD; some teaching experience/expertise in content field.

**Senior Instructor** – PhD; 2 years of relevant teaching experience; participation in professional development related to science pedagogy; professional interest or experience in curricular design.

**Master Instructor** – PhD; 5 years of relevant teaching experience; regular participation in professional development in science pedagogy; experience in curricular design; pursues best-teaching practices in effective learning, assessment and outcomes. Shows broad investment and dedication that enhances department teaching and learning.

**Assistant Teaching Professor** – PhD; at least 2 years of teaching experience in geosciences or related field; regular participation in professional development in science pedagogy; experience in curricular design; pursues best-teaching practices in effective learning, assessment and outcomes. Engaging in science pedagogy as a scholarly activity through grant writing, published work and service to the department, university, or profession.

**Associate Teaching Professor** – PhD; at least 5 years of teaching experience in geosciences or related field; ongoing participation in professional development in science pedagogy; broad experience in curricular design, best-teaching practices in effective learning, assessment and outcomes. Established record of published work and grant activity in science pedagogy and within academia through scholastic endeavors in teaching, learning and service.

**Teaching Professor** – PhD; at least 10 years of teaching experience in geosciences or related field; terminal position as teaching instructor; shows well-established record of strong contributions to and investment in the department teaching and curricular needs including published work, grant activity, and academic department and external service and engagement.

Teaching/Research/Service effort distributions of Instructors, and Teaching Professors, under contract or continuing appointments used in annual evaluations and for other purposes may vary, following negotiation with the department head, but will generally be approximately 80/10/10. Adjunct instructor positions will typically be 100% teaching.

**Assistant Research Professor** – PhD; Strong potential for scholarly research, publication, and external support. Interest and dedication to broad constructive engagement in the department, which may include teaching or co-teaching, graduate student co-advising, and department and external service.

**Associate Research Professor** – PhD; at least 5 years of academic and/or industry experience in geosciences or related field; robust record of scholarly research, publication, and proposal success comparable to that of a TT associate professor in the department. Broad constructive engagement in the department, which may include teaching or co-teaching, graduate student co-advising, and department and external service.

**Research Professor** – PhD; at least 10 years of academic and/or industry experience in geosciences or related field; robust record of scholarly research, publication, and proposal success comparable to that of a TT professor in the department. Broad constructive engagement in the department, which may include some teaching or co-teaching, graduate student co-advising, and department and external service.

Teaching/Research/Service effort distributions of Research Professors used in annual evaluations and for other purposes may vary, following negotiation with the department head, but will generally be approximately 10/80/10.

### **3) Graduate Advising**

NTT faculty in the Professor ranks may recruit, mentor, support, and co-advise Geosciences graduate students in collaboration with a TT faculty member. Proposing and co-advising a department GTA or GRA also requires collaboration with a TT faculty member. NTT faculty in the research non-instructor ranks may also serve as department committee members as described below.

### **4) NTT Faculty Engagement in Department Governance**

- a. Due to the widely varying appointment durations, types, roles, and specializations across the range of possible NTT appointments, NTT faculty voting or service privileges in the Geosciences Department are determined on a case-by-case basis.
- b. NTT faculty with contract or continuing appointments can acquire standing and ad-hoc committee service and department voting privileges based on their specific department engagement and expertise. Specific voting privileges are decided by TT faculty 2/3 approval.
- c. Potential NTT service and voting privileges do not extend to TT faculty position planning, hiring, or promotion activities and decisions.

## **5) Policies for appointment and promotion**

- a. Contract or Continuing Instructor ranks/titles are recruited, interviewed, and hired with the engagement of a department search committee convened by the department head and voted on by TT faculty.
- b. A recommendation for promotion in rank and title in the Instructor or NTT Professor ranks requires review by the P&T steering committee, followed by a majority TT faculty vote.
- c. A new hire into the NTT professor ranks requires a 2/3 TT faculty vote for approval.
- d. An internal transition from an Instructor rank to an NTT Professor rank requires a department review and a 2/3 majority TT faculty vote.