

## **Clinical/Instructional Task Force report and recommendations**

Charge from Provost Shaw: "Develop recommendations on how the university can best support the academic program through non-tenure-track faculty with a stronger teaching load, how we can adequately and fairly evaluate these faculty, and how we can have a clear process for promotion for these faculty."

At the November 8, 2019 meeting, Faculty Senate requested, and Provost Shaw agreed, to include additional consideration of and recommendations for:

1. A pathway of promotion for Lecturers
2. A pathway of promotion for Instructors

The task force reports the need for adjustments in faculty titles to better reflect their roles and contributions to the mission of MSU. The charge (stated above) has several components and the task force took a sub-committee approach to look at several issues including, benchmarking other universities, defining current practices, and rules for hiring within the recommendations presented. The task force recommends the university provide multiple non-tenure-track options that carry a heavier teaching load, two of which are currently offered, but need modifications, and the addition of a professorial track with an emphasis on teaching.

The current possible teaching tracks are Lecturer and Instructor, neither of which have promotional opportunities. The task force recommends opportunities for promotion for faculty within these ranks to enhance retention. The task force reviewed other SEC and peer institutions and have developed the following recommendations:

### **Recommendation #1: Addition of Senior Lecturer:**

In an effort to give adjunct faculty, also known as Lecturer, a path for advancement, the committee recommends the addition of **Senior Lecturer**.

#### **Requirements for promotion to Senior Lecturer:**

- A Lecturer will be eligible and may apply for promotion to Senior Lecturer after 10 fall/spring semesters.
- Departments will determine the appropriate promotion standards, with an emphasis on teaching undergraduate classes.
- Department heads will determine appropriate financial compensation within their budget.

### **Recommendation #2: Addition of non-tenure track ranks for Instructors:**

In an effort to provide a pathway for promotion for permanent, non-terminal degreed Instructors, the task force recommends a path similar to that of tenure-track faculty using the following guidelines:

Instructor  
Instructor II  
Senior Instructor

Individuals appointed to the Instructor ranks are not required to meet the standards for terminal degrees. Departments will determine promotion standards within the following guidelines:

1. 0% required research expectations.
2. Time in rank equivalent to tenure-track.
3. Current Instructors will be allowed to count current years toward promotion.
4. Departments will have discretion to hire with years toward promotion.
5. Department heads will determine appropriate financial compensation within their budget.

**Recommendation #3: Addition of a non-tenure-track teaching rank:**

In an effort to provide a teaching intensive professorial track, the task force recommends adding a non-tenure-track rank structure for faculty who are appointed with a majority responsibility for teaching at the undergraduate and graduate levels. The purpose of this track is to provide a department with the ability to hire professorial ranks of professionals to teach without the responsibilities of research.

<b>Teaching</b>	<b>or</b>	<b>Professor of Practice</b>
(either title may be used)		
Assistant Teaching Professor		Assistant Professor of Practice
Associate Teaching Professor		Associate Professor of Practice
Teaching Professor		Professor of Practice

Individuals appointed to the teaching ranks must meet the standards for terminal degrees. Departments would determine promotion standards within the following guidelines:

1. Minimum of 50% teaching responsibilities with 0% research expectations, though individuals may request up to 50% release for other scholarly activities.
2. Time in rank will be equivalent to tenure-track.
3. Financial compensation for promotion will be uniform across all units and must be consistent with those of other academic faculty.

**Recommendation #4: Clarification of Clinical ranks**

Assistant Clinical Professor  
 Associate Clinical Professor  
 Clinical Professor

Individuals appointed to the Clinical ranks must meet the standards for terminal degrees. Departments would determine promotion standards within the following guidelines:

1. Minimum of 50% clinical responsibilities, though individuals may request up to 50% release for other scholarly activities.
2. Time in rank will be equivalent to tenure-track.
3. Financial rewards for promotion will be uniform across all units and must be consistent with those of other academic faculty.

Clinical ranks are to be used for teaching in a true clinical setting. Potential, but not limited to, departments that may choose to use the clinical rank: Veterinary Medicine, Psychology, Food Science, Nutrition & Health Promotion.

All faculty employed by the University are expected to participate to some degree in service activities within the university, the discipline, and/or the community as well as meet high standards of professional integrity, collegiality and objectivity, and to further the goals of their unit and the

University. In addition, a person of faculty rank must have a strong commitment to higher education and the mission of Mississippi State University, and a willingness to assume the responsibilities and obligations appropriate to a university employee (see Faculty Handbook, [http://www.msstate.edu/web/faculty\\_handbook](http://www.msstate.edu/web/faculty_handbook)).

**Recommendation #5: Minimum requirement of 50% tenure-track/tenured faculty in any department**

In order to preserve the integrity of the tenure-track professorial system, the task force recommends an update to the faculty handbook or university policies requiring each academic department to maintain a minimum of 50% faculty in the tenure system.

Moving forward:

These recommendations will be forwarded to Provost Shaw for comment and suggestions. Once the Provost approves, the final recommendation will be sent to the President of Faculty Senate for final revisions, approval, and voting of the full faculty.

**Recommendation #1:**

The recommendation for a promotional track for Lecturers does not require faculty approval because Lecturers are not members of the general faculty. This recommendation would need final approval of the Provost and President, likely with discussion to develop an AOP with approval of the Faculty Senate, Associate Deans Council, Deans Council, and Executive Council.

**Recommendations #2, 3, 4 and 5:**

These recommendations require a change in the Faculty Handbook, Section III-A. Organization of the Faculty: Charter. The following changes will be necessary if a vote to move forward with this recommendation is approved by either the officers of the general faculty or by a petition signed by 25 voting members. If either of these conditions are met, the following changes will be presented to the full faculty for approval by a majority vote of the eligible voting faculty:

Instructor is currently listed as the first rank in each of the following faculties: Academic, Extension, and Clinical. The addition of a rank structure for the Instructor level would replace the Instructor position at each of the current ranks.

The new composition would become, with the majority approval of the voting faculty:

**Instructor**

Instructor  
Instructor II  
Senior Instructor

**Academic** (reserved for tenure-track faculty)

Assistant Professor  
Associate Professor  
Professor

**Extension**

(reserved for Division of Agriculture, Forestry, and Veterinary Medicine non-tenure-track appointments)

Assistant Extension Professor  
Associate Extension Professor  
Extension Professor

**Research**

(reserved for research intensive non-tenure-track appointments)

Assistant Research Professor  
Associate Research Professor  
Research Professor

**Clinical**

(reserved for practicing clinical environments non-tenure-track appointments)

Assistant Clinical Professor  
Associate Clinical Professor  
Clinical Professor

**Teaching                      or                      Professor of Practice**

(reserved for teaching intensive, non-tenure-track appointments; either title may be used)

Assistant Teaching Professor	Assistant Professor of Practice
Associate Teaching Professor	Associate Professor of Practice
Teaching Professor	Professor of Practice