

**RESOLUTION TO APPROVE COLLEGIATE PROFESSOR SERIES FOR  
NON-TENURE TRACK INSTRUCTIONAL FACULTY MEMBERS**

Documents included:

1. Resolution to approve collegiate professor series for non-tenure track instructional faculty members.
2. Presentation – slides
3. Supporting Documentation:
  - a. Draft revisions incorporating collegiate professor series into faculty handbook

## **RESOLUTION TO APPROVE COLLEGIATE PROFESSOR SERIES FOR NON-TENURE TRACK INSTRUCTIONAL FACULTY MEMBERS**

**WHEREAS**, Virginia Tech aims to be a global land-grant institution that strategically addresses the challenges and opportunities presented by the changing landscape of higher education; and

**WHEREAS**, the university has undertaken initiatives designed to grow enrollment, advance the curriculum, and expand its faculty to solidify its position as a 21<sup>st</sup>-century university; and

**WHEREAS**, Virginia Tech's excellent national and international reputation for outstanding research and scholarship lies within its faculty; and

**WHEREAS**, Virginia Tech's commitment to continued growth in the tenured and tenure-track faculty, which will constitute the majority of instructional faculty and whose excellence in research and scholarship will be complemented by expanding the instructional faculty ranks; and

**WHEREAS**, the faculty are committed to providing high quality instruction for a growing student body by offering more teaching opportunities for all categories of faculty; and

**WHEREAS**, departments will benefit from the creation of a collegiate professor category of non-tenure track faculty whose responsibilities are tailored to the teaching, service, and research needs of the department and whose primary responsibility will be a focus on excellence in instruction that includes teaching, pedagogy, and curricular reform; and

**WHEREAS**, all members of the faculty, whether tenured or not, are entitled to academic freedom as set forth in the 1940 *Statement of Principles on Academic Freedom and Tenure*, formulated by the Association of American Colleges and Universities and the American Association of University Professors, and this statement is incorporated into the Faculty Handbook; and

**WHEREAS**, as stated in the Faculty Handbook, *departments retain the authority and responsibility to make decisions about whether to employ collegiate professors, and departmental policies and practices related to the use of non-tenure-track ranks must be approved by an appropriate standing committee in the department, such as a promotion and tenure or executive/personnel committee, the department head or chair, and dean;* and

**WHEREAS**, the collegiate professor series includes ranks and expectations for performance and evaluation tailored to the needs of the department and college; and

**WHEREAS**, the collegiate professor series will complement and support the goals of academic departments by increasing capacity for instruction and curricular reform and providing an opportunity to adjust the department's commitments to instruction to best accommodate the research and scholarship obligations of all faculty within the department;

**NOW, THEREFORE, BE IT RESOLVED**, that the collegiate professor series be established as a non-tenure track instructional faculty series to include the rank of collegiate assistant professor, collegiate associate professor, and collegiate professor; and

**BE IT FURTHER RESOLVED**, that

- 1- the collegiate professor series be approved effective July 1, 2016 following approval of the Board of Visitors and that all appropriate sections of the Faculty Handbook be modified as necessary; and
- 2- departments and colleges that add collegiate professors to the faculty develop policies and procedures for annual evaluations and merit, reappointment, and promotion that are focused on the performance of collegiate professors; and
- 3- the performance evaluation of collegiate professors be performed by standing committees where faculty form the majority, such as a promotion and tenure or executive/personnel committee; and
- 4- the Faculty Handbook outlines processes by which a collegiate professor, in the case of non-reappointment, may request a review of the decision by the dean of the college. If the dean sustains the non-reappointment decision, the faculty member may request, through the dean, a further and independent review of the decision by the properly constituted college committee on promotion and tenure in accordance with appropriate procedures.

### **RECOMMENDATION**

That the Resolution to Approve Collegiate Professor Series for Non-Tenure Track Instructional Faculty Members be approved.

June 6, 2016

# Resolution to Approve Collegiate Professor Series for Non-Tenure-Track Instructional Faculty

Jack Finney, Vice Provost for Faculty Affairs  
Board of Visitors, Academic Affairs Committee  
June 6, 2016

## Goals for adding a new faculty series

- Enhance Virginia Tech's national and international reputation for outstanding research and scholarship
- Provide high quality, innovative instruction for a growing student body
- Enrich inclusivity in research and scholarship, teaching, outreach, and service
- Offer faculty multiple ways to contribute and excel

## Current faculty categories

- Tenured and Tenure-track Faculty
- Non-Tenure-Track Instructional Faculty
- Research Faculty
- Administrative and Professional Faculty

## Non-Tenure-Track Instructional Faculty Ranks

### Current

- Visiting
- Adjunct
- Professor of Practice: Assistant, Associate, Professor
- Clinical: Instructor, Assistant, Associate, Professor
- Instructor: Instructor, Advanced, Senior

### Proposed

- Collegiate Professor: Assistant, Associate, Professor

## Collegiate professor contracts

Assistant - 3 years  
Associate - 5 years  
Professor - 7 years

- Department and college needs drive the composition of faculty
  - Focus on innovative pedagogy, curricular revision, and instructional design
  - Smaller class sizes, enhanced experiential learning, teaching excellence
- Terminal degree allows for upper-division and graduate teaching
- Regular competitive recruitment and search processes
- Incorporated into college hiring plans
- Evaluation and promotion based on review of portfolio of responsibilities



# Resolution

**NOW, THEREFORE, BE IT RESOLVED**, that the collegiate professor series be established as a non-tenure-track instructional faculty series to include the rank of collegiate assistant professor, collegiate associate professor, and collegiate professor; and

**BE IT FURTHER RESOLVED**, that

- the collegiate professor series be approved effective July 1, 2016 following approval of the Board of Visitors and that all appropriate sections of the Faculty Handbook be modified as necessary; and
- departments and colleges that add collegiate professors to the faculty develop policies and procedures for annual evaluations and merit, reappointment, and promotion that are focused on the performance of collegiate professors; and
- the performance evaluation of collegiate professors be performed by standing committees where faculty form the majority, such as a promotion and tenure or executive/personnel committee; and
- the Faculty Handbook outlines processes by which a collegiate professor, in the case of non-reappointment, may request a review of the decision by the dean of the college. If the dean sustains the non-reappointment decision, the faculty member may request, through the dean, a further and independent review of the decision by the properly constituted college committee on promotion and tenure in accordance with appropriate procedures.

Thank You

- Questions and Discussion

## **Proposed Collegiate Professor Series**

The text below would be added to Chapter 5 of the Faculty Handbook *Employment Policies and Procedures for Non-Tenure Track Instructional Faculty*.

Chapter 5 includes descriptions of visiting professor, adjunct professor, professor of practice ranks, clinical faculty ranks, and instructor faculty ranks. Chapter 5 outlines processes for appointment, reappointment, evaluation, promotion, appeals, participation in governance, participation on graduate committees, and grievances.

### **5.1.X Collegiate Professor Ranks**

Academic departments retain the authority and responsibility to make decisions about whether to employ collegiate professors. Departmental policies and practices related to the use of non-tenure-track ranks must be approved by an appropriate standing committee in the department, such as a promotion and tenure or executive/personnel committee, the department head or chair, and dean.

Collegiate professors must have a major commitment to the instructional missions of the department. The involvement of collegiate professors can include classroom and online teaching, curricular updates, course transformations, and the adoption/integration of innovative and inclusive pedagogy. Working in collaboration with the department's other faculty, collegiate faculty may take a lead role on enhancing the curricula and promoting teaching excellence.

The collegiate professor series provides for short- or long-term, full- or part-time, non-tenure-track faculty appointments for individuals who bring specialized expertise to the instructional programs of the university, thereby complementing the qualifications and contributions of tenure-track faculty. (These rank titles may also be used for wage ("P14") appointments in lieu of adjunct assistant, associate, or professor, if appropriate for the assignment and credentials of the individual.) Individuals appointed to these ranks are expected to be successful and effective professionals in a given field. They must be effective teachers of the discipline and they are expected to be able to understand and evaluate the research that applies to their field and to teach it to students. Collegiate professor faculty members may conduct research on the scholarship of teaching and learning and/or on disciplinary topics and present their findings in professional venues, but there are no expectations for an extensive research program as is typical of tenure-track faculty appointments.

Collegiate professor faculty members are expected to remain active in their disciplines/professions in ways that contribute to their assignment—teaching, consulting or doing outreach, serving in technical and professional societies and associations, and similar activities. Where appropriate to their assignment, they may interact with graduate students and interns, serve on graduate committees, and chair graduate advisory committees with the approval of the academic unit and the graduate school. They may also be expected to serve on departmental, college, or university committees as contributing members of their departments and the broader university community.

Individuals appointed to a collegiate professor rank must have a terminal or professional degree in the discipline (or a related discipline) and professional certification(s) if relevant. and must be certified by the department as appropriately credentialed for the faculty member's particular instructional assignment in accordance with guidelines for regional accreditation and university

policy and procedures. Further information regarding appropriate credentials for the teaching faculty is found in chapter two, "Faculty Credentialing Guidelines," and on the [provost's website](#).

A record of significant scholarly and/or professional achievement is expected for appointment at the associate or full level; initial appointments at such ranks require approval of the appropriate departmental committee and head or chair. Appointment to one of these ranks will be for a specified number of years (see below) and is renewable without limit. Performance and promotion evaluations of collegiate professors will be performed by standing committees where faculty form the majority, such as a promotion and tenure committee or executive/personnel committee.

A collegiate professor in a regular position who receives notice of non-reappointment may request a review of the decision by the dean of the college. If the dean sustains the non-reappointment decision, the faculty member may request, through the dean, a further and independent review of the decision by the properly constituted college committee on promotion and tenure in accordance with appropriate procedures.

Promotion within these ranks may be pursued through procedures outlined in this section. Tenure will not be awarded at any of these ranks and service at these ranks is excluded from the pre-tenure probationary period if the faculty member is subsequently appointed to a tenure-track position.

**Collegiate Assistant Professor:** Persons appointed at this rank have a terminal graduate or professional degree in the discipline (or a related discipline), and professional certification(s) if relevant. Experience and a demonstrated competence in teaching are expected. Appointment to this rank is for three years and is renewable without limit.

**Collegiate Associate Professor:** Persons appointed at the collegiate associate professor rank have a terminal graduate or professional degree in the discipline (or a related discipline), and professional certification(s) if relevant. Credentials for appointment or promotion to this rank must document a record of significant instructional experience and accomplishments relevant to the field and type of assignment. Appointment to this rank is for five years and is renewable without limit.

**Collegiate Professor:** Collegiate professor is the capstone rank in the series. Appointment to this rank denotes distinguished professional achievement, and regional, national, or international prominence in the field. Credentials for appointment or promotion to this rank must document a record of significant instructional experience and scholarly accomplishments relevant to the field and type of assignment. External validation of such accomplishments and leadership in the field is expected at the time of appointment or promotion. Appointment to this rank is for seven years and is renewable without limit.