

Career NTTF Review and Promotion

Department of Political Science

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This policy applies to all represented faculty and is intended to comply with all provisions of Article 19 of the CBA. To the extent there are any discrepancies or inconsistencies, CBA Article 19 controls for represented faculty. This policy also applies to all unrepresented faculty, unless a university-wide policy exists that contradicts the terms of this policy.

If review or promotion procedures change during the course of a faculty member's employment, he or she may elect between current criteria and those in effect during the six years prior to the initiation of a given review or promotion process.

Career NTTF in research appointments will be reviewed by established procedures to assess the quality of work performed and the outcomes of their contributions to the research program.

I. Preamble

A. NTTF reviews are for the purpose of determining if the faculty member is meeting the standard of excellence appropriate to a major research university. Reviews should be designed to help the NTTF bargaining unit member grow as scholars and educators, identify areas of strength, and identify areas that need improvement.

II. Career NTTF Reviews

A. Career NTTF will be reviewed in each contract period for consideration for renewal, or once every three academic years, whichever is sooner. If a career NTTF member has multiple contracts in a year, only one review per fiscal academic year is required. The review will consider the faculty member's performance since the last review.

B. Career NTTF are expected to undergo at least one peer review of teaching per contract period.

C. Career NTTF faculty members will be evaluated only by the criteria approved and made available to the faculty member. Career NTTF will be evaluated on the quality of their teaching and on their service/professional development/scholarship in proportion to the FTE afforded to those aspects in their job description.

D. If a faculty member seeks promotion in a year when a contract renewal review is due, only a single review must be completed. However, the contract renewal decision must be made independently of the promotion decision.

E. For contract renewal reviews, the faculty member may choose to submit a curriculum vitae, a personal statement containing information relevant to his or her performance of assigned duties and responsibilities, and evidence of teaching and/or service contributions.

F. Review of teaching will evaluate whether a faculty member's collective teaching in the review window meets, exceeds, or does not sufficiently meet the following bulleted conditions. A successful teacher might not meet them in each and every course, and overall reviews will take into account improvement over the period. In courses where the syllabus, assignments and course requirements are designed by someone other than the faculty member teaching the course, the standards under professional teaching related to syllabi and course design do not apply.

Professional teaching, including:

- readily available, coherently organized, and high quality course materials; syllabi that establish student workload, learning objectives, grading, and class policy expectations.
- respectful and timely communication with students. Respectful teaching does not mean that the professor cannot give appropriate critical feedback.

- students' activities in and out of class designed and organized to maximize student learning.

Inclusive teaching, including:

- instruction designed to ensure every student can participate fully and that their presence and participation is valued.
- the content of the course reflects the diversity of the field's practitioners, the contested and evolving status of knowledge, the value of academic questions beyond the academy and of lived experience as evidence, and/or other efforts to help students see themselves in the work of the course.

Engaged teaching, including:

- demonstrated reflective teaching practice, including through the regular revision of courses in content and pedagogy.

Research-informed teaching, including:

- instruction models a process or culture of inquiry characteristic of disciplinary or professional expertise.
- evaluation of student performance linked to explicit goals for student learning established by faculty member, unit, and, for core education, university; these goals and criteria for meeting them are made clear to students.
- timely, useful feedback on activities and assignments, including indicating students' progress in course.
- instruction engages, challenges, and supports students.

Other positive factors can be considered in assessment of teaching. These are not required for an evaluation of "exceeds expectations," but in some cases may improve an evaluation from "meets expectations" to "exceeds expectations." These include, but are not limited to:

- participation in professional teaching development, and/or engagement in campus or national discussions about quality pedagogy and curricula;
- development of new courses;
- facilitation of productive student interaction and peer learning;
- contribution to student learning outside the classroom as demonstrated by, for example, the development of co-curricular activities or community-engaged projects, or a coherent approach to academic coaching and skill-building in office hours;

- contribution of teaching to the Clark Honors College, departmental honors, first-year experiences, or other educational excellence and student success initiatives;
- grants, fellowships or other awards for teaching excellence and innovation;
- supervision of research/creative activity of graduate and undergraduate students beyond the mentoring expected as part of one's professional responsibilities such as joint conference presentations, co-authorship of research articles, creative production and other work, and teaching independent study, research, and readings courses;
- serving on a higher than average number of graduate student committees.

F. The following elements will be considered in evaluating service:

- Evidence of formal and/or informal department service
- Evidence of formal and/or informal college service
- Evidence of formal and/or informal university service
- Evidence of community and/or professional service

G. If a faculty member has been assigned specific service or major administrative duties in place of some teaching, his or her performance of those duties will also be evaluated.

H. To the extent applicable, the evaluation of scholarship, research, and creative activity will include an assessment of work quality, impact on the field nationally and internationally, and overall contribution to the discipline or program.

I. In evaluating the performance of required professional development activities, the review will consider the availability of professional development funds, opportunities for professional development, and the Career NTTF faculty member's efforts to secure funding.

J. To comply with the May 1st contract renewal notification, career NTTF will be notified by the first day of the term in which their review will occur. At that point, they will be invited to submit materials suggested in item C, above. If a faculty member wishes to submit materials, they must be submitted by Monday of the third week of the term in which the review will occur.

K. The review will be conducted by the department head, or designee, based on materials submitted, student evaluations, and other evidence of performance.

L. The review report should be completed by April 15. The faculty member will be given the opportunity to discuss his or her efforts, performance, and review with his/her department head, or designee. The department head will then forward the review report, materials, and recommendation to the College of Arts and Sciences.

III. Career NTTF Promotion Reviews

A. Criteria for promotion to Senior Instructor I and Senior Lecturer I are based on a sustained record of excellent performance in the responsibilities of Instructor or Lecturer, as delineated in the relevant job descriptions. These might include outstanding teaching, as well as evidence of instructional, supervisory, and/or service leadership. Such activities could include mentoring other instructors, coordinating multi-section courses, participating in professional development opportunities, and developing effective and innovative curricula, organizational structures, and pedagogical techniques.

B. Criteria for promotion to Senior Instructor II and Senior Lecturer II are based on a sustained record of excellent performance in the responsibilities of Senior Instructor I or Senior Lecturer I, as delineated in the relevant job descriptions. These could include evidence of sustained excellence in teaching, supervisory, and service responsibilities, and a demonstrated commitment to employing and enhancing leadership skills in areas such as pedagogical, curricular, and organizational innovations and improvements, as well as participation in and contributions to professional development opportunities.

C. Career NTTF will be eligible for promotion after accumulating six years of employment as a faculty member at or above .3 annualized per year, accrued at no greater than three terms per academic year for bargaining unit faculty on nine month contracts, and at four terms per year for bargaining unit faculty on 12-month contracts. The six years of employment do not have to be consecutive.

D. For all career NTTF, promotion is elective and does not involve an “up or out” decision. Career NTTF may be reappointed at their current rank if they are not promoted or elected not to be considered for promotion.

An unsuccessful candidate for promotion may continue employment at the current rank as long as eligible to do so under the CBA and university policy. Unsuccessful candidates may also appeal as provided by Article 21 of the CBA (Tenure and Promotion Denial Appeal) or other university appeals processes which apply to faculty not covered by the CBA. NTTF who are denied promotion may reapply for promotion after having been employed by the university for an additional three years at an average of .3 FTE or greater, accrued at no greater than three terms per academic year. A candidate may withdraw an application for promotion in writing to the Provost and the dean at any time before the Provost’s decision.

E. An accelerated promotion review may occur in particularly meritorious cases as determined by the Provost or designee in consultation with the dean, department head and faculty member. When credit for prior service is agreed upon at the time of hire, it states the earliest date of promotion. Work done by the faculty member during the period of prior service will receive full consideration during the promotion process if the faculty member elects the earliest date for promotion review. Should the faculty member choose to use some, but not all of the credit for prior service, the focus of the review will adjust appropriately.

F. Career NTTF who will have completed five years of employment as a faculty member at or above .3 annualized FTE per year may initiate the promotion process in the Spring term of the fifth year if they have an expected appointment of .3 annualized FTE or greater for the sixth year. Candidates would then provide the following materials by December 1 of the review year:

1. A comprehensive and current signed and dated curriculum vitae that includes the faculty member's current instructional work and other activities that relate to job performance.
2. A 2-6 page signed and dated personal statement developed by the faculty member evaluating his or her performance measured against the applicable criteria for promotion. The personal statement should expressly address the teaching, other instruction-related activities, professional development, major administrative duties (if applicable), and service contributions to the academic department, college, university, profession and community. The statement should also include discussion of contributions to institutional equity and inclusion.
3. A signed and dated waiver. A faculty member may choose to waive in advance in writing his or her access to any or all of the evaluative materials. Such waivers shall not preclude the use of redacted versions of these documents in a denial review process. The redacted versions are intended to protect the identity of the reviewer. If redactions are insufficient to do so, the university may prepare a suitable summary.
4. Supervisor's letters of evaluation.
5. Teaching portfolio: This may include representative course syllabi, examples of exams, handouts, assignments, and of student work.
6. Service portfolio: An account of the faculty member's service contributions to his or her academic department, college, university, profession and community. This may contain samples and/or narrative describing the service. It may be subsumed into the curriculum vitae if appropriate.

G. The promotion review will be conducted by a committee appointed by the department head. The committee will include tenure-track and tenured faculty and, whenever possible, NTTF at or above the rank sought by the candidate. NTTF colleagues of appropriate rank from other units may be invited to serve on the committee.

The committee decides whether or not internal and/or external reviews (over and above supervisors' evaluations) will be used in a given promotion case. The use of such reviewers and the process for their selection will be discussed with the candidate in advance of solicitation of reviewers. External reviewers will be selected using standard University guidelines and recommendations and consistent with the general expectations enumerated in Article 20, Section 14 of the CBA.

The committee will review the promotion case and prepare a recommendation with a voting summary. This review will be based on the criteria for promotion as formulated by the department, the promotion review file, and material that has been considered in contract renewal reviews. This report will be reviewed by department faculty for discussion and a vote. Voting members will include all TTF and NTTF at the rank or above of the rank sought by the candidate for promotion. The department head will then prepare an independent report on the merits of the promotion case, with his/her recommendation and a voting summary. The faculty member will be given the opportunity to discuss his or her efforts, performance, and review with his or her supervisor.

H. The file, including the committee report and the department head's independent report and recommendation will then be sent to the appropriate associate dean in the College of Arts and Sciences by March 20.

I. Refer to the CBA Article 19 for additional details.

IV. Pro Tempore NTTF Reviews

A. The instructional contributions of Pro Tempore NTTF will be reviewed annually.

B. The following will be considered in evaluating teaching:

1. Student Experience Surveys for all courses

2. Compliance with departmental obligations associated with instruction, including holding consistent office hours; submission of course syllabi as requested by administrative staff; timely submission of grades and removal of incompletes; and adherence to GTF policies and procedures, if applicable.