

NEW ARTICLE

ARTICLE ?? – TEACHING TENURE

I. Establishment of the Teaching Professor Title series in the Teaching Tenure Stream

- A. Effective July 1, 2022, the University shall establish a Teaching Professor title series.

The Teaching Professor Title Series:

Assistant Professor – Teaching
Associate Professor – Teaching
Professor (P-1) – Teaching
Distinguished Professor (P-2) – Teaching

- B. All faculty members, who commence employment on or after July 1, 2022, and whose primary responsibilities are teaching, shall be hired into the Teaching Professor title series and shall be eligible for teaching tenure.
- C. An NTT faculty members employed prior to July 1, 2022 in any NTT Title Series, whose primary responsibility is teaching, at the request of the NTT faculty member, shall be placed in the Teaching Professor title series and shall be eligible for teaching tenure.

II. Faculty hired into the Teaching Professor title series on or after July 1, 2022

- A. Faculty hired on or after July 1, 2022, into the Teaching Professor title series shall receive an initial three (3) year appointment at the rank or rank equivalent of Assistant or higher.
- B. Faculty in the Teaching Professor title series shall serve a six year probationary period prior to being promoted and granted teaching tenure.
- C. Faculty in the Teaching Professor title series shall be evaluated for reappointment during year three (3) of the probationary period. Following the evaluation for reappointment, Teaching Professor faculty shall receive either a subsequent three (3) year appointment or a one (1) year terminal appointment.
- D. Teaching Professor faculty shall be evaluated for tenure in year six (6) of their probationary period and shall be granted tenure and promoted to the next highest rank, or shall receive a one (1) year terminal appointment.

III. Currently Employed NTTs

- A. NTT faculty, who opt to be placed in the Teaching Professor title series pursuant to paragraph I(C) of this Article, shall be placed in that series at the same rank they hold as an NTT.
- B. NTT faculty, who opt to be placed in the Teaching Professor title series, may request to be credited with up to three (3) years for prior service as an NTT towards the six (6) year probationary period. It shall be within the discretion of the department, or other unit responsible for granting tenure, to determine whether to

grant credit for prior years of NTT service, and if so, how many years of NTT service to credit towards the probationary period, up to a maximum of three (3) years.

- (1) An NTT faculty member placed in the Teaching Professor title series shall receive an initial three (3) year appointment.
 - (2) Following the three year appointment, the faculty member shall be evaluated for reappointment, and if reappointed, the term shall reflect the years of credit the faculty member received for prior NTT service. For example, if the faculty member received one (1) year of credit for NTT service, the term of the second appointment during the probationary period shall be two (2) years.
 - (3) The faculty member shall be evaluated for teaching tenure and promotion during the last year of her/his probationary period.
- C. NTT faculty, who opt to be placed in the Teaching Professor title series and who are awarded teaching tenure, shall be promoted to the rank of Associate, or if they hold the rank or rank equivalent of Associate, they may be promoted to the next higher rank, at the discretion of the department or unit responsible for granting tenure.
- D. If an NTT faculty member, who opted to be placed in the Teaching Professor title series, is either denied reappointment after the initial three (3) year term or is denied teaching tenure, the faculty member shall be reappointed to their former NTT title and rank.

IV. **Criteria for Evaluation, Reappointment, Promotion and Teaching Tenure**

- A. Criteria for evaluation, reappointment, promotion of and the award of teaching tenure to faculty in the Teaching Professor title series shall be established by each department or unit responsible for granting tenure. Such criteria shall be clearly delineated by the appropriate department or unit on its website and an individual in the appropriate Dean's office shall be identified to respond to inquiries from faculty in the Teaching Professor title series.
- B. Reappointment, promotion and the award of teaching tenure for faculty in the Teaching Professor title series shall be in accordance ~~with Article 14 of this Agreement~~ and with the policies, procedures and instructions of the University.
- C. The denial of a reappointment after the initial three (3) year probationary term and the denial of promotion shall be grievable under Article ~~30 40~~ of this Agreement. The denial of tenure shall be grievable under Article ~~30 40~~, and under an expedited appeal procedure to be agreed to by the parties, similar to the expedited appeal for the denial of academic tenure in Article ~~32 43~~ of this Agreement. **After transition to the AAUP-AFT contract, Articles 10 and 13 of that agreement shall apply to this paragraph.**

V. **Mid-term removal during the six year probationary period**

- A. During the probationary period, a faculty member in a Teaching Professor title, may only be removed from her/his position mid-term for reasons related to performance, conduct or other just cause. If the Administration terminates a faculty member in a Teaching Professor title during the term of an appointment prior to the granting of teaching tenure, the Administration shall provide the faculty member with a written statement of reasons for the termination and afford the faculty member the opportunity to respond. In the event the Administration terminates the faculty member's employment during the term of an appointment, during the faculty member's probationary period in a Teaching Professor title, such action may be grieved pursuant to **Article 26 and Article 5, Category 1 after transfer to the NTT Article of the AAUP-AFT Agreement.** ~~9, Category One of this Agreement.~~
- B. The Administration shall bear the burden of establishing just cause in such a grievance/arbitration proceeding.

VI Removal after the award of teaching tenure

- A. Following the award of teaching tenure to a faculty member in a Teaching Professor title, the faculty member shall receive a continuous appointment identical to the appointments received by other tenure track faculty following the award of academic tenure.
- B. The University's policies and procedures regarding the removal of faculty with academic tenure shall apply to faculty in the Teaching Professor title series with teaching tenure.