

**RESOLUTION FROM THE FACULTY AFFAIRS COMMITTEE
OF THE FACULTY SENATE
PROPOSED FOR ADOPTION AT A MEETING OF THE
FACULTY SENATE TO BE HELD ON
March 4, 2013**

WHEREAS, under Article III, Section 2.G. of the Bylaws of the Faculty Senate, the Faculty Affairs Committee of the Faculty Senate “is responsible for reviewing proposed revisions and recommending changes to the *Faculty Handbook* in accordance with the amendments procedures set forth in the *Faculty Handbook*,” and for reviewing proposed revisions and recommending changes to the *Manual for Faculty Evaluation* in accordance with the amendments procedures set forth in the *Manual for Faculty Evaluation*,” and

WHEREAS, the College of Engineering has found that none of the current non-tenure track positions of Lecturer, Clinical Faculty, or Research Faculty included in the *Faculty Handbook* adequately describes the instructional, professional and research needs the College has for its non-tenure track faculty positions; and

WHEREAS, the Dean of the College of Engineering has requested that an additional classification of non-tenure track professor titled “Faculty of Practice” be created to accommodate the College’s hiring needs for instructional, professional and research services; and

WHEREAS, the Dean of the College of Engineering has presented this need to the Council of Deans and the Deans of Nursing, Business, and Law have also expressed the need for this additional classification; and

WHEREAS, under Section 8.3 of the *Faculty Handbook*, the Faculty Senate Faculty Affairs Committee “is responsible for recommending changes, which should have input from the chancellor, the vice president, and their administrative staff including deans for consideration by the Faculty Senate Executive Council and final consideration by the full Faculty Senate;” and

WHEREAS, the Faculty Senate Faculty Affairs Committee has reviewed —and sought (i) input from the chancellors of UTK and UTIA and (ii) consideration by the Faculty Senate Executive Council on— the various sections of the *Faculty Handbook* and the *Manual for Faculty Evaluation* related to this issue; now, therefore it is

RESOLVED, that the language in Section 4 of the *Faculty Handbook* be changed to include the new designation and its criteria for appointment to rank as follows:

New language = underlined

Deleted language = ~~strikethrough~~

4.1.4 Non-Tenure-Track Faculty of Practice Positions

Non-tenure-track faculty of practice are appointed to meet instructional and research needs, with the specific intent of bringing practicing professionals into the classroom and research laboratories. Department and college bylaws establish standards and procedures relating to searches for and promotion of faculty of practice.

All non-tenure-track faculty of practice appointments will be made for a definite term of up to five years.

The following ranks or titles may be assigned to non-tenure-track faculty of practice: assistant professor of practice, associate professor of practice, professor of practice.

4.2.4 Non-Tenure-Track Faculty of Practice

Non-tenure-track faculty of practice are appointed to meet instructional and research needs, with the specific intent of bringing practicing professionals into the classroom and research laboratories. Department and college bylaws establish standards and procedures relating to searches for and promotion of faculty of practice. All non-tenure-track faculty of practice appointments will be made for a definite term of up to five years. The following ranks or titles may be assigned to non-tenure-track faculty of practice: instructor of practice, assistant professor of practice, associate professor of practice, professor of practice.

Instructor of Practice: This rank is for those who have completed a degree appropriate to the field or who are licensed or certified to practice the profession where appropriate. Individuals holding such positions demonstrate an ability to teach students in the practice of the profession.

Assistant Professor of Practice: This rank is for those who have completed a doctoral degree or terminal degree appropriate to the field or who are licensed or certified to practice the profession where appropriate. Individuals holding such positions demonstrate an ability to teach and/or conduct research based on their experience and practice in the profession.

Associate Professor of Practice: This rank is for those who have completed a doctoral degree or a terminal degree appropriate to the field or who are licensed or certified to practice the profession where appropriate. Individuals holding such positions have demonstrated practice in the profession and teaching and/or research abilities consistent with those for appointment at the rank of associate professor. A departmentally designated group of faculty will review and evaluate promotions to this rank in accordance with departmental and college bylaws.

Professor of Practice: This rank is for those who have completed a doctoral degree or a terminal degree appropriate to the field or who are licensed or certified to practice the profession where appropriate. Individuals holding such positions have demonstrated practice in the profession and teaching or research accomplishments consistent with those for appointment at the rank of professor. A departmentally designated group of faculty will review and evaluate promotions to this rank in accordance with departmental and college bylaws.

4.2.45 Adjunct Faculty

4.2.56 Visiting Faculty

4.2.67 Joint Faculty Appointments

4.3 Evaluation

As is the case for tenured and tenure-track faculty, the performance of all non-tenure-track faculty members will be evaluated annually, with a written record of the evaluation maintained in departmental

and human resources files. The criteria for evaluating non-tenure-track faculty for purposes of hiring and retention must be adopted by a vote in accordance with departmental bylaws and made available to all faculty.

The annual performance review for retention should be based on the best practices guidelines for evaluating instruction, which are outlined in the *Manual for Faculty Evaluation* (probationary faculty section). In the case of non-retention, every effort should be made to notify the faculty member as soon as possible.

Research and clinical faculty and faculty of practice are subject to annual performance reviews appropriate to the positions and as outlined in departmental and college bylaws.