

4.7. NON-TENURE-TRACK APPOINTMENTS

4.7.1. Teaching Appointments

UTC may hire non-tenure-track Teaching faculty members for specific teaching assignments; engagement in disciplinary scholarship and/or public or disciplinary service may be added to the terms of employment as outlined by the hiring college or department.

UTC uses the following ranks or titles for Teaching appointments:

Lecturer: This rank is for those who hold the appropriate degree for their discipline (or its professional equivalent) and who are appointed for full or part-time teaching. Teaching appointments at this rank will be made for a definite term of up to one year.

Normally, those holding the rank of Lecturer will

1. have a minimum of a master's degree in the teaching discipline, or a master's degree in another discipline along with professional experience in the teaching discipline;
2. have demonstrated ability or potential as a teacher in the discipline;
3. effectively participate in service activities aligned with the Department's needs;
4. have demonstrated capacity to relate appropriately to students and professional colleagues;
and
5. effectively engage in professional development and/or research activities in cases where college or departmental bylaws identify these activities as an obligation of the position.

Associate Lecturer: Faculty members who have held Teaching appointments at the rank of Lecturer for four (4) years will be considered for promotion to the rank of Associate Lecturer, although a record of superior service may justify earlier consideration. Teaching appointments at this rank will be made for a definite term of up to three years.

Normally those holding the rank of Associate Lecturer will:

1. have a minimum of a master's degree in the teaching discipline, or a master's degree in another discipline along with professional experience in the teaching discipline;
2. have a record as an accomplished teacher in the discipline;
3. have an established record of effective service activity aligned with the Department's needs;

4. have a demonstrated ability to relate appropriately to students and professional colleagues;
and
5. have a substantial record of professional development and/or research activities in cases where college or departmental bylaws identify these activities as an obligation of the position.

Senior Lecturer: Faculty members who have held Teaching appointments at the rank of Associate Lecturer for six (6) years will be considered for promotion to the rank of Senior Lecturer. However, a record of extraordinary service at the Associate Lecturer level may justify earlier consideration. Additionally, those Non-Tenure-Track faculty hired prior to the creation of the Associate Lecturer position in 2019 will be considered for promotion to Senior Lecturer after ten (10) years of service at any rank(s). Teaching appointments at this rank will be made for a definite term of up to five years.

Normally, those holding the rank of Senior Lecturer will:

1. have a minimum of a master's degree in the teaching discipline, or a master's degree in another discipline along with professional experience in the teaching discipline;
2. have a significant record as an accomplished teacher in the discipline;
3. have an extended record of effective service activity aligned with the Department's needs;
4. have demonstrated continuing ability to relate appropriately to students and professional colleagues;
and
5. have a substantial record of professional development and/or research activities in cases where college or departmental bylaws identify these activities as an obligation of the position.

Distinguished Lecturer: This rank is for those who hold a degree appropriate to their discipline (or its professional equivalent) and who have demonstrated excellence in teaching. Tenured faculty members from within the academic department will evaluate and make recommendations for appointments to the rank of Distinguished Lecturer, in accordance with departmental and college bylaws. Ordinarily this rank is reserved for senior scholars with established national reputations in their discipline. Teaching appointments at this rank will be made for a definite term of up to five years.

All Teaching appointments are renewable subject to availability of funds, satisfactory performance, and staffing needs.

Each academic department shall establish the criteria and process for evaluating applications for promotion of departmental faculty members holding Teaching appointments, subject to the approval of the dean and Provost. The departmental criteria and process for evaluating promotion decisions shall be consistent with this Faculty Handbook and any criteria established by the college within which the department resides and shall be published in the departmental bylaws.