

4.4.9 Initial Appointment and Promotion for Non-Tenure Track Faculty

Initial Appointments: All initial appointments will generally be for a period of up to one year. Appointments will be eligible for renewal based upon satisfactory performance, University needs and funding, and the terms and rank of the appointment.

4.4.9.1 Clinical/Research/Instruction Faculty

4.4.9.1.1 The following are minimum qualifications for initial appointments to and promotions within lines for **clinical faculty, research faculty, and faculty of instruction (C/R/I)**. Refer to 4.1.2.2 for the definitions of each title, including the primary domains of responsibility (i.e., teaching, service, research, creative activity, clinical practice, or administration). Individual colleges, schools, and departments may impose additional or more specific standards, as long as such standards do not conflict with those contained herein, are approved by the Dean and the Provost, and are applied consistently within the academic unit.

4.4.9.1.2 Clinical Instructor: The Clinical Instructor will generally possess the education necessary to meet the respective certification requirements as required by the discipline and/or regional accrediting bodies, and the potential for developing excellence in each domain of responsibility assigned.

4.4.9.1.3 C/R/I Assistant Professor: The C/R/I Assistant Professor will generally possess a terminal degree appropriate for the discipline and the potential for developing excellence in each domain of responsibility assigned.

4.4.9.1.4 C/R/I Associate Professor: The C/R/I Associate Professor will generally possess:

- (1) A terminal degree appropriate for the discipline.
- (2) Five years of experience at the level of C/R/I assistant professor or equivalent experience.
- (3) A demonstrated record of excellence in each major domain of responsibility assigned.
- (4) Evidence of significant impact in the discipline beyond the University.

4.4.9.1.5 C/R/I Professor: The C/R/I Professor will generally possess:

- (1) A terminal degree appropriate for the discipline.
- (2) Five years of experience at the level of C/R/I associate professor or equivalent experience.
- (3) A demonstrated record of leadership.
- (4) A demonstrated record of excellence in each major domain of responsibility assigned.
- (5) Evidence of significant impact in the discipline beyond the University and the region.

4.4.9.2 Lecturers

4.4.9.2.1 The following are minimum qualifications for initial appointments to and promotions within lines for Lecturers. Individual colleges, schools, and departments may impose additional or more specific standards, as long as such standards do not conflict with those contained herein, are approved by the Dean and the Provost, and are applied consistently within the academic unit.

4.4.9.2.2 Lecturer: The Lecturer will generally possess the experience or education necessary to meet the respective certification requirements as required by the discipline and/or regional

accrediting bodies, and the potential for developing excellence in each major domain of responsibility assigned.

4.4.9.2.3 Senior Lecturer: The Senior Lecturer will generally possess:

- (1) Five years of experience at the level of Lecturer or equivalent experience.
- (2) A demonstrated record of excellence in each major domain of responsibility assigned.
- (3) Evidence of significant impact in the discipline beyond their own classroom.

4.4.9.2.4 Distinguished Senior Lecturer: The Distinguished Senior Lecturer will generally possess:

- (1) Five years of experience at the level of Senior Lecturer or equivalent experience.
- (2) A demonstrated record of leadership.
- (3) A demonstrated record of excellence in each major domain of responsibility assigned.
- (4) Evidence of significant impact in the discipline beyond the University.

4.4.9.3 Faculty of Practice

4.4.9.3.1 The following are minimum qualifications for initial appointments to and promotions within lines for faculty of practice. Individual colleges, schools, and departments may impose additional or more specific standards, as long as such standards do not conflict with those contained herein, are approved by the Dean and the Provost, and are applied consistently within the academic unit. The Chair or Program Director in consultation with the Dean will consider teaching or instructional experience in the determination of rank.

4.4.9.3.2 Assistant Professor of Practice: The Assistant Professor of Practice will generally possess:

- (1) At least ten years of significant relevant professional experience that qualifies him or her to teach within the field, or five years of professional experience in the field and a terminal degree; and
- (2) The potential for developing excellence in each major domain of responsibility assigned.

4.4.9.3.3 Associate Professor of Practice: The Associate Professor of Practice will generally possess:

- (1) Significant relevant professional experience within the field; or five years as an Assistant Professor of Practice and a demonstrated record of excellence in each major domain of responsibility assigned; and
- (2) Evidence of significant impact in the discipline beyond the University.

4.4.9.3.4 Professor of Practice: The Professor of Practice will generally possess:

- (1) Significant relevant professional experience within the field; or five years as an Associate Professor of Practice and a demonstrated record of excellence in each major domain of responsibility assigned;
- (2) A demonstrated record of leadership; and
- (3) Evidence of significant impact beyond the University and the region.

4.4.9.4 Promotion

Deans have the option of filling higher-level Non-Tenure-Track positions through a promotion process. The promotion process for Faculty of Instruction, Lecturers, Clinical Faculty, and Faculty of Practice is as follows:

1. The promotion process is initiated by the faculty member in consultation with the Chair.
2. Promotion to a higher rank position requires satisfactorily meeting the requirements for the position as evaluated by:
 - a. A statement by the candidate regarding accomplishments within each major domain of responsibility assigned and evidence of achievement.
 - b. A written assessment by a faculty committee to the Chair or Dean of each major domain of responsibility assigned.
 - c. Other appropriate criteria as established at the discretion of the unit.
 - d. Chair or Program Director's written recommendation to the Dean.
 - e. Approval by the Dean.
 - f. Review of the recommendation by the Provost and Vice President for Academic Affairs.
3. The candidate for promotion will be informed by the Department Chair of all recommendations at the departmental level upon transmittal to the Dean, though individuals who do not receive a promotion are not entitled to a statement of the reasons upon which the decision is based.

4.4.9.5 Length of Appointments

4.4.9.5.1 For Lecturers, Assistant Professors of Instruction, Assistant Clinical Professors, and Assistant Professors of Practice, an appointment may be for a period of up to one academic year.

4.4.9.5.2 For Senior Lecturers, Associate Professors of Instruction, Associate Clinical Professors, and Associate Professors of Practice, employed by UTEP in that role for more than one year with a faculty appointment greater than 0%, in the event of a decision not to reappoint a faculty member outlined within this section, written notice will be given no later than August 1st that the subsequent year will be the terminal academic year of appointment, except in cases where termination is for good cause.

4.4.9.5.3 For Distinguished Senior Lecturers, Professors of Instruction, Clinical Professors, and Professors of Practice, employed by UTEP in that role for more than one year with a faculty appointment greater than 0%, in the event of a decision not to reappoint a faculty member outlined within this section, written notice will be given no later than August 1st that the appointment will end after two subsequent years, except in cases where termination is for good cause.