

Faculty Handbook Committee Voting Results

4/21/2023

Items not receiving a majority vote

1. (6 yes, 6 No, 0 Abstention)

Section 2.34 Term (1-4) and Renewable Term Appointments

Subdivision 2.4a Titles and Ranks for Term (1-4) and Renewable Term Faculty

Paragraph 2.4a.1 Instructional Faculty

Instructional Faculty hold the rank of Assistant Professor of Instruction, Associate Professor of Instruction, or Professor of Instruction. Instructional faculty contribute predominantly to the teaching mission of the University and may also do some service. They are distinguished individuals whose disciplinary education, expertise, and experience qualifies them to teach, advise students, contribute to the development of curricula, or engage in other pedagogical activities related to their expertise.

Paragraph 2.4a.2 Clinical Faculty

Normally, Clinical faculty hold the rank of Clinical Assistant Professor, Clinical Associate Professor, or Clinical Professor. In some cases there may be a disciplinary need to hire at the rank of Clinical Instructor. These cases shall be determined individually by the department head, dean, and Provost. Clinical faculty contribute to the service, and/or teaching, and/or outreach missions of the University. The clinical faculty designation is used for positions that require clinical teaching and/or clinical supervision and/or clinical direction.

Paragraph 2.4a.3 Practitioner Faculty

Practitioner Faculty hold the rank of Assistant Professor of Practice, Associate Professor of Practice, and Professor of Practice. These are highly experienced individuals in a relevant field of professional practice who can provide effective, practice-oriented instruction and contribute to the teaching, service, and outreach missions of the University.

Section Subdivision 2.34b Term Appointments

A term (1-4) appointment is a multiple-year temporary appointment, i.e., one, two, three, or four years, which expires as specified by the initial letter of appointment. Initial appointments may not exceed a total of four years. When positions become vacant by expiration of the term of appointment, a search must be conducted if the position is to be filled. After expiration of the contracted term a position may be renewed for a new term (1-4 years) through a recommendation from the department head and approval by the dean and Provost. Should continuance be warranted, as budget allows, faculty shall be notified in writing of the length of any new term (1-4) appointment in an offer letter issued by March 1 of the final year of the contracted appointment. There is no guarantee of continuance and any term appointment may end according to the contracted agreement. Term Faculty are not eligible for Tenure.

Section Subdivision 2.54c Renewable Term Appointments

Renewable term faculty hold faculty positions through which they contribute to the service or teaching missions of the University and hold the rank of Instructor, Associate Instructor, or Senior Instructor. Renewable term faculty are not eligible for tenure.

2. (6 yes, 6 No, 0 Abstention)

Subdivision Paragraph 2.5e 4c.5 Limitation

Although, collectively, the institution aspires to categorize no more than 8 15% of the its FTE faculty as renewable term, there may be extenuating circumstances where individual colleges, departments, or programs may need to exceed this number in any one college can be renewable term unless an exception is made by mutual agreement between faculty members of the Faculty Petition Committee and the Provost. The Provost will report the number of faculty hired pursuant to this section, the percentage those faculty represent of the total FTE faculty at UNI, by college, and will verify the use of an appropriate search process as specified in Paragraph 2.5a.2 to the Faculty Petition Committee and the appropriate college faculty senate(s) twice once per year.

9. (4 yes, 8 No, 0 Abstention)

Paragraph 3.5d.1 Frequency and Access

Frequency of administration of student assessments varies by faculty rank (see Table 3.1h for a summary of the review schedule by faculty rank) and teaching performance Student assessments will be administered each semester/term for all faculty. A summary of the results of student assessments of a faculty member shall be transmitted to the faculty member within ten (10) working days after the date grades are required to be submitted each semester/term. Results are to be placed in the Faculty Evaluation File, unless designated as Informational Only assessments. In the event that certain non-standard teaching assignments are determined by the departmental faculty and department head to be exempt from student assessments, those activities will be specified in the Departmental Standards and Criteria.

Delete all language under **Subparagraph 3.5d.1a Probationary Faculty, Adjunct Instructors (including Associate and Senior), Term Instructors (1-4 years, and Instructors (Renewable Term)**

Delete all language under **Subparagraph 3.5d.1b Tenured Faculty, Associate Instructors; (Renewable Term) and Senior Instructors (Renewable Term)**

Table 3.1h Evaluation and Process Schedule by Faculty Rank: Summary

Rank	Student Assessments
Renewable Term Instructor after first six years, Renewable Term Associate Instructor, Renewable Term Senior Instructor	Every class in the fall, every semester
Tenured Faculty of any rank	Every class in the fall, every semester

16. (6 yes, 6 No, 0 Abstention)

Subdivision 3.16c Post-Tenure Review Clock

Faculty normally undergo post-tenure review every six years or after receiving. They shall undergo post-tenure review earlier if they have received three "Needs Improvement" designations during Annual Reviews within the six year review period, whichever comes first since their last summary or comprehensive review; or, if, after receiving two consecutive "Needs Improvement" designations in teaching, the department head and PAC Chair agree that

a comprehensive post-tenure review is warranted. If the faculty member is the PAC Chair, the department head shall consult with the most recent available past chair of the PAC and dean.

Subdivision 3.16f Comprehensive Review

If a faculty member received a "Needs Improvement" designation in one or more review areas (teaching, scholarship, and service, according to one's portfolio) in three Annual Reviews (not necessarily consecutively or in the same review area) during the post-tenure review period, or, if the department head and PAC Chair agree to proceed with a review of a faculty member receiving two consecutive "Needs Improvement" designations in teaching, then a Comprehensive Review shall be separately conducted by the departmental PAC and by the department head during the next academic year. Once annual review letters are distributed, department heads shall notify the PAC Chair of any Comprehensive Reviews to be scheduled in the subsequent Fall. The PAC's report (along with optional minority reports) shall be submitted to the faculty member, department head and dean; and the report will be placed in the Faculty Evaluation File. The department head's report shall be sent to the faculty member and dean, and placed in the Faculty Evaluation File. The faculty member may submit a written response to the PAC, or department head, and dean, which shall be placed in the Faculty Evaluation File.

Subdivision 3.16h Reviews for Other Levels of Performance

If a faculty member's Annual Reviews exhibit deficiencies but not at a level for which a comprehensive review is mandatory, the head may request schedule either a Summary Review or a Comprehensive Review for the scheduled post-tenure review, provided that the department head and PAC Chair agree that such review is warranted. If the faculty member is the PAC Chair, the department head shall consult with the most recent available past chair of the PAC and dean.