

PROFESSOR OF PRACTICE

APPOINTMENT AND PROMOTION

The language within Article XX, Section B regarding exceptions to the requirements of the position for sound academic reasons in certain specialized areas and under special circumstances with the approval of the Board of Trustees shall apply. Additionally, the language within Article XX, Section B that states that nothing in the requirements should be construed to prohibit the appointment of an individual of exceptional talent or accomplishment who does not meet all the stated criteria shall apply.

A. Requirements of the Position

- i. a Master's degree from an accredited institution in the discipline or cognate discipline to be taught; or a Bachelor's degree from an accredited institution, plus no fewer than fifteen (15) graduate level credits earned at an accredited institution in the discipline or cognate discipline to be taught;
- ii. if applicable, any and all required professional accreditation(s), certificate(s) or license(s);
- iii. at least five (5) years of documented experience as a professional in the discipline to be taught;
- iv. demonstrated consistent and substantive effort to maintaining modern skills and knowledge in their field of practice, which can include work performed in relation to the maintaining of applicable licenses(s), certification(s) and/or accreditation(s);
- v. demonstrated potential to fulfill the applicable evaluation criteria;
and
- vi. demonstrated potential to teach multiple courses, or multiple sections of the same course.

B. Appointment Procedures and Terms

For the purposes of the minimum salary formula contained within Article XIII-A, a Professor of Practice shall be regarded at the rank of Assistant Professor.

Professors of Practice may be appointed to successive one (1)-year term contracts for the first three (3) years of their employment, and shall be entitled to receive notice of non-renewal of any such contract by March 15 of the academic year for which the person has been appointed. A non-renewal may be based on performance and/or university need.

After three successive one (1)-year term contracts, Professors of Practice may be appointed to a successive contract of between one (1) and three (3) years, and shall be entitled to receive notice of non-renewal of any such contract by March 15 of the final academic year of the term for which the person has been appointed. A non-renewal may be based on performance and/or university need.

There shall be no limit on the number of years or terms a faculty member may serve at the rank of Professor of Practice. Time in service as a Professor of Practice shall not count toward an appointment at any other rank set forth in this section; however, at the discretion of the University, up to three (3) years in service as a Professor of Practice may count toward an appointment with tenure, should the person be appointed to a tenure-track position.

A Professor of Practice shall not be offered a terminal contract of employment, in the case of a decision not to reappoint.

EVALUATIONS

A. Criteria for Evaluations

The following criteria shall be used in the evaluation of all full-time Professors of Practice:

- a.
 - i. teaching effectiveness, including pedagogical experimentation and community-engaged teaching methods, that fosters an inclusive environment where all students have equal opportunities to succeed, as exhibited in lectures, seminars, internships, independent studies and other instructional settings;
 - ii. academic advising, as described in Section A(3) of Article XII;
- b. demonstrated consistent and substantive effort to maintaining modern skills and knowledge in their field of practice, which can include work performed in relation to the maintaining of applicable licenses(s), certification(s) and/or accreditation(s);
- c.
 - i. other professional activities, which by way of example may include such matters as public service, and contributions to the professional growth and development of the university community (which contributions may include (a) community-engaged service, (b) work performed in relation to the maintaining of applicable license(s), certification(s) and/or accreditation(s), (c) service on inter-institutional and system-wide committees, and (d) academic advising of students in excess of thirty (30) assigned at the beginning of the semester), which may be beyond the home department, and which contributions are not to be ignored or

discounted on the basis that the faculty member received compensation for that work; and

- ii. such responsibilities, if any, as may be assumed by a faculty member in lieu of, in whole or in part, the normal faculty instructional workload in academic subject areas by performing services in a counseling center, facility or program pursuant to Section A(3)(b) of Article XII, by discharging any alternative professional responsibilities pursuant to Section D of Article XII, and/or by undertaking any program of professional development pursuant to Article XIV.

B. Frequency of Evaluations

Every full-time, Professor of Practice in the bargaining unit shall be evaluated annually for the first three years of employment and, thereafter, during the third ensuing academic year. The review period shall encompass the entire period of full-time service since the end of the last review period.

C. Materials

The limitations in Section D(1)(i) of Article VIII relative to materials to be submitted for reappointment during the evaluation of a full-time faculty member during their third year of employment shall have no application to the evaluation of Professors of Practice during their third year of employment.

PROMOTION AND TENURE

Professors of Practice shall not be eligible for tenure or promotion.

Professors of Practice shall not participate in tenure or promotion decisions for tenure track faculty.

SABBATICAL

Professors of Practice shall not be eligible for sabbatical leave under Article XV.

SELECTION OF DEPARTMENT CHAIRS

Professors of Practice shall not be appointed as department chairs or program area chairs, but shall be permitted to participate in the voting process for electing a department chair or program area chair.

WORKLOAD

A. General

The workload of full-time professor of practice shall consist of: (1) teaching workload, as described in Section A(2) of Article XII; (2) preparation for classroom and laboratory instruction,

including providing a syllabus to each student and to the Department Chair; (3) student assistance, including academic advising, as described in Section a(3) of Article XII; (4) work performed in relation to the maintaining of applicable license(s), certification(s) and/or accreditation(s); and (5) activities undertaken by a faculty member pursuant to their responsibilities as a professional and the terms of this Agreement, including those in the following areas:

- i. participation as a professional in public service;
- ii. participation in and contributions to the improvement and development of the academic programs or academic services of the University; and
- iii. participation in and contributions to the professional growth and development of the university community.

In addition to the foregoing, during the academic year, faculty members have the obligation to carry out committee assignments; to participate in scheduled orientation and registration programs; to attend University functions, including commencement, faculty, committee and departmental meetings and convocations; to assist in the recruitment and screening of candidates for departmental positions in accordance with Article VI; and to undertake, pursuant to their responsibilities as professionals, such other activities as are of the kind described in the preceding paragraph. Subject to the foregoing provisions, professors of practice may choose, but not be required, to participate in co-curricular activities and in any student orientation period and registration period scheduled to fall outside the academic year.