

Promotion Guidance for College Academic Professional Track Faculty Task Force
Recommendations Guidance for College Academic Professional Track Faculty

Search and Hire

1. The whole faculty should be involved in the search and hire not just the Department Head.
2. Description of titles
 - a. Match what titles are doing (responsibilities) across the college
 - b. Cross-reference with the Consensus Guidance document (revise titles where appropriate)
3. Expectations

Clear Guidance on less than 12-month contract responsibilities – for college and employee

Contracts

1. [Adjective] Assistant professor titles can only be hired for 1 year at a time.
2. [Adjective] Associate professor titles can be hired for up to 3 years, departmental discretion as they are committed to the 3yr funding in that case.
3. [Adjective] Professor titles can be hired for up to 5 years, departmental discretion as they are committed to the 5yr funding in that case.
4. If the [Adjective] Associate professor or [Adjective] Professor title is the initial title on hire, should be for only 1yr to allow for assessment of quality before a multi-year offer is considered.

Mentoring

1. Mentoring is not the same as an annual performance review.
2. Depts need to determine what an appropriate mentoring plan is and APT faculty have access to said plan.
3. Does it have to be the same as tenure track faculty? No, but high-quality and able to use external mentors. The DH should be aware of what mentoring programs look like in other departments and DOF mentoring resources.

Support

1. DHs need to understand APT faculty are restricted in regards to specific professional development resources for example FDL, Fulbright, and institutional grants.

2. Our committee recommends departments seek other resources or funds for APT professional development opportunities.
3. Pay increases should accompany APT in promotion cases similar to Tenure Track promotion cases.
4. Equality in Pay – Livable Wages – Possibly a salary survey
5. Respect to ensure APT faculty are listed, as well as all faculty, and communicated with similarly and should be included in all listings as all tenure track faculty (listservs, websites, welcome to meetings); involved in all faculty processes.
6. Guidance on Career Timeline should be provided by Department Heads.

Evaluation

1. Cross reference to Consensus Guidance document. The Consensus Guidance is not intended to be a checklist.
2. Department Head's should encourage APT faculty participation in faculty governance.
3. APT faculty service responsibilities should not exceed their service appointments.
4. Department Head's should offer recommendations for what counts for promotion in regards to teaching, service, and research. This should not be a checklist but examples of each role or responsibility.
5. There will be an annual evaluation with the DH. Then there will be an opportunity for evaluation through the department's promotion & tenure process.

Recommendations

1. An APT faculty member should serve on the AgriLife Promotion and Tenure Committee annually. The APT faculty votes will be reported similarly to the AgriLife Research and Extension faculty.
2. Mid-term review for Academic and Professional Track (APT) Assistant Professors – To provide a formative review of Instructional Assistant Professors and Assistant Professors of Practice near the mid-point of the period toward promotion, a mid-term review process will be conducted for APT Assistant Professors and Lecturers in the third calendar year in the rank.
3. Promotion dossier formatting needs to be shared from the COALS level. Format needs to be consistent with the Tenure Track faculty promotion packet.