

COLLEGE OF AGRICULTURE AND LIFE SCIENCES (CALs) CRITERIA FOR INSTRUCTORS, CAREER TRACK

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The title of *Instructor, Career Track* (Non-Tenure Eligible, NTE) is for faculty members whose primary contribution is to the instructional mission of CALs. *Instructors* are appointed within a CALs academic unit, have all of the privileges and responsibilities of faculty members in the unit, and are evaluated annually in a similar manner as other faculty members in the unit; policies for appointments are included in Chapter 3 of the *University Handbook for Appointed Personnel* (UHAP). *Instructors* shall have the rights, remedies, obligations, and duties of other Career-Track faculty (NTE) members, except as specifically stated below and/or are limited by either ABOR policy or by UHAP.

Instructor positions within CALs share some of the same responsibilities as *Professors of Practice, Career Track*, but differ in the following: *Instructors* are not assigned a 10% Service expectation; rather, *Instructor* positions at 1.0 FTE may be assigned a 10% FTE for instructional responsibilities outside of the classroom, e.g., attending regular meetings of the faculty, participation in Faculty Learning Communities, and other professional development opportunities. In addition, while *Professors of Practice* are often hired following a period during which they have established themselves by expertise and achievements in an academic discipline in CALs, *Instructors* may be early-career positions. Finally, a faculty member assigned to a *Instructor* position might be expected to fill a pressing, short-term need for a department, such as filling in for a faculty member on sabbatical or medical leave; these positions are not designed to be long-term instructors of core courses (such instructional appointments would more often be filled by *Professors of Practice*). *Instructors* are not expected to provide teacher training or mentoring to fellow faculty; rather, fellow teaching faculty would be expected to mentor *Instructors* who are at the early stages of a teaching career.

Qualifications for Appointment to Instructor, Career-Track

Instructors are appointed to CALs without additional rank distinction; that is, *Instructor* refers to both title and rank. The initial appointment will be for one year and, assuming satisfactory performance and continuing departmental need, can be renewed in successive years, in one-year increments. Initial appointment is contingent on completion of a graduate degree in the relevant area of study. *Instructors* will teach assigned courses in accordance with their contractual agreement and must demonstrate a high level of success in Instruction using metrics outlined in the following paragraph. These positions will utilize teaching strategies that promote a learner-centered instructional environment. *Instructors* will serve as voting members of the faculty in their units in accordance with UHAP guidance on voting rights for Career-Track faculty.

Instructors will consistently deliver courses with (1) rigorous and engaging pedagogical approaches; (2) observable and measurable student learning outcomes appropriate to their

