

# CRR Chapter 310: Academic Tenure Regulations

## 310.035 Non-Tenure Track Faculty

Executive Guideline No. 35, issued 11-16-06; revised 05-21-08, 04-12-10, 6-17-10, 02-04-11, 7-16-12, 4-29-13, 3-11-19, 5-4-20, **8-18-22**.

### A. Academic Appointments

Academic appointments at the University of Missouri currently are divided into two main categories: regular and non-regular. Under this executive guideline, regular faculty shall be referred to as “tenured and tenure track” faculty, and this group shall continue to include the traditional faculty of the institution. Except with regard to the definitions listed herein, this guideline is applicable to full-time ranked non-regular faculty and is not designed to address academic appointments of any other type including, but not limited to, full-time unranked, part-time nonregular faculty, and tenured and tenure track faculty.

Non-regular, ranked non-regular

faculty member and a full-time, unranked non-regular faculty member shall be made at the campus level. While many of the full-time unranked non-regular titles will not be eliminated, Td [(.)12 (.)]TJ 2.5 (e)-3.4 (.)0.6 (e)8.6 (limin)-2.5 (a) (limi1 0 9.96 52.5 (

Practice Professor, Associate Professional Practice Professor, Assistant Professional Practice Professor)

Extension faculty (Extension Professor, Associate Extension Professor, Assistant Extension Professor; Extension Professional, Associate Extension Professional, Assistant Extension Professional)

Librarian faculty (Librarian I/II, Librarian III, Librarian IV; Archivist I/II, Archivist I II, Archivist I V) on campuses whose librarian faculty have opted for NTT status as a body, whose faculty council or faculty senate, as appropriate to the individual campus, has formally recognized librarian faculty as having NTT status as a body and whose Chancellor has approved such recognition.

Clinical Department faculty [3] (Professor of Clinical Department, Associate Professor of Clinical Department, Assistant Professor of Clinical Department)

C. Performance of NTT Faculty

Unlike tenured and tenure track faculty, whose performance is evaluated based on their contribution to research, teaching, and service, the performance of NTT faculty is evaluated based on their contribution to research, teaching, and service, the



J. Reappointments

Reappointments should be based, in part, on the performance expectations communicated at the time of appointment by the chair with the concurrence of the dean [5\_] and the provost.

Decisions to reappoint NTT faculty should generally be made in advance of the appointment end date. NTT faculty who will not receive a reappointment should be informed in writing at least three months in advance of the appointment end date unless extenuating circumstances exist. Except for Clinical/Professional Practice, Clinical Department Faculty, and NTT faculty whose salaries are funded in whole or in part by grant-dependent sources of revenue, NTT faculty with two to five years of consecutive service with positive annual evaluations will receive six months' notice of nonrenewal unless extenuating circumstances exist and NTT faculty with more than five consecutive years with positive annual evaluations will receive a minimum of a one-year notice of nonrenewal unless extenuating circumstances exist.

K. Promotion of NTT Faculty

Specified criteria for promotion and description of the process used for promotion in rank should be spelled out by the school, college or academic unit and approved by the provost in advance. The development of specific criteria and guidelines used to determine standards of excellence for promotion purposes should be the responsibility of the department/unit, subject to approval by a dean or director [5\_] and the provost.

Evaluation areas should be consistent with the established academic standards for each discipline. The decision to apply for promotion would be one the NTT faculty member could elect or not; annual reviews should be valuable indicators of the applicant's readiness for promotion. The decision on a promotion application of a NTT academic appointment should not carry automatic rewards (apart from change in title) or penalties from the college, school or academic unit provided, however, that a Librarian I considered for promotion to Librarian II during his or her sixth year of employment as a Librarian I and who is not promoted to Librarian II may be subject to automatic nonrenewal.

Evaluation of the candidate's application for promotion should focus on the specific area of appointment – teaching, research, clinical/professional practice, extension or library – as well as service and professional activities related to that primary responsibility.

In promotion considerations, the total contribution of the faculty member to the mission of the school, college or academic unit over a sustained period of time should be taken into consideration. This includes comprehensive documentation of the position, including a letter of appointment identifying home department or unit and the initial position description, communications detailing changes in position responsibilities, and any other statements regarding expected performance.

Each campus shall adopt a promotion process that involves at least one faculty committee composed of one or more NTT faculty, at the promotable rank or above, and one or more tenured faculty, if such NTT faculty and tenured faculty exist. The committee or committees shall make recommendations to the Chancellor or designee who shall make the final decision.

L. Academic Freedom

Prior to the stated ending date of their term appointments, NTT faculty

