**NTT Task Force Recommendations—September 15, 2014**

**Introduction**

The faculty at Rice University comprises a talented group of teachers and scholars that form the foundation for meeting our educational and research missions. These faculty members may be tenured or on a tenure track, or they may be appointed under other non-tenure track (NTT) arrangements. The important roles, responsibilities, and benefits of the NTT faculty members should be appropriately acknowledged and articulated in order to facilitate the collaborative work of all faculty in achieving the excellence to which we aspire at Rice University.

In recognition of the essential contribution that NTT faculty make to Rice’s core research and teaching mission, and to aid in attracting the most accomplished and highest quality faculty, we recommend the following principles for adoption.

**Guiding Principles for NTT faculty appointments**

NTT Faculty appointments should

- enjoy the protection of academic freedom in teaching and scholarship
- be provided with the essential tools needed to carry out their assigned duties; these include, but are not limited to, office space, computer and other technology, and staff support
- receive appropriate pay and opportunity for merit pay increases
- provide career paths and professional development for long-term NTT faculty with opportunities for advancement whenever possible
- be clear and transparent in process of appointment, evaluation, reappointment or termination
- have clear job definitions, conditions of employment and performance expectations
- clearly spell out role in faculty governance at all levels
- meet the university’s benefits eligible threshold for NTT faculty whenever possible
- be full-time, following the individual school’s definition of full-time, whenever possible
- provide job security to greatest extent possible (e.g., multi-year contracts or rolling contracts after probationary period)
To address the most pressing issues concerning the NTT faculty at Rice, and to promote the contribution of NTT faculty to the core mission of Rice University, the NTT task force recommends the following five broad changes and revisions to the existing policies and practices.

**Recommendation A.** Establish full-time, career track NTT-teaching positions, with suggested titles of Assistant, Associate, and (full) Teaching Professor (in a given academic field).

**Rationale:** These positions should be used to attract and retain the most qualified teaching professionals holding the highest terminal degree in their fields as appropriate, and who contribute to the university not just through teaching courses but also in broader ways (academic advising, service, etc.).

**Recommendation B.** Clarify and revise the definitions, roles, and appointment guidelines for part-time or limited duration appointments: instructor and lecturer.

**Rationale:** These positions are designed to meet curricular needs in departments and schools that may change frequently or may arise unexpectedly, require flexibility and may be governed by budgetary constraints. These appointments are, therefore, generally of limited duration and/or part-time.

**Recommendation C.** Limit the use of appointments “Professor in the Practice” to follow the definition currently in the Rice faculty handbook.

**Rationale:** The other recommendations in this document provide sufficient breadth and flexibility for NTT appointments; therefore, there no longer should be a need to use “professor in the practice” beyond its original definition.

**Recommendation D.** Professional Schools (Architecture, Business, Music) should develop their own NTT teaching titles if the existing ones don’t serve their needs.

**Rationale:** Professional schools across the nation have their own, recognizable series of NTT titles that frequently differ from those in the sciences and humanities. Within the culture of each professional school existing titles have been used successfully to attract distinguished NTT faculty members. Deans of the Professional schools should have the flexibility to develop new titles appropriate to their culture as changes over time demand.

**Recommendation E.** Revise the definitions and descriptions of NTT-research full-time career track positions to use the titles of Assistant, Associate, (full) Research Professor, and update the guidelines for making these appointments.

**Rationale:** There is an increasing need for highly qualified research faculty to work alongside tenured and tenure-track faculty members to maintain and increase Rice’s competitiveness in the areas of externally-funded research. The current titles are not readily understood nationally and may disadvantage researchers by not conveying the true nature of their position.