

CRITERIA FOR APPOINTMENT AND PROMOTION IN RANK¹
Non-Tenure Track Faculty Positions²
INSTITUTE OF AGRICULTURE AND NATURAL RESOURCES
UNIVERSITY OF NEBRASKA
COLLEGE OF AGRICULTURAL SCIENCES AND NATURAL RESOURCES

Lecturer:

- Special Appointment, at least 0.5 FTE
- Contract length = 1 to 2 years
- Renewable
- Benefits eligible
- All units have to define minimum qualifications, i.e., degree, experience equivalent, etc.
- Normally entire apportionment in instruction: may include classroom teaching, student supervision, advising, lab instruction and/or management, instructional program coordination
- Outside promotion track, but may apply for openings in promotion track as they are available/advertised

Lecturer/T:

- Special Appointment, less than 0.5 FTE
- Contract length = Less than 1 year (i.e., semester by semester appointments)
- Not benefits eligible
- Renewable
- All units have to define minimum qualifications, i.e., degree, experience equivalent, etc.
- Normally entire apportionment in instruction: may include classroom teaching, student supervision, advising, lab instruction and/or management, instructional program coordination
- Outside promotion track, but may apply for openings in promotion track as they are available/advertised

Assistant Professor of Practice

- Special Appointment, 1.00 FTE position normally, but at least 0.5 FTE
- Appointment length = 1 to 3 years
- Renewable
- Benefits eligible
- Terminal degree or equivalent professional experience required - units must define professional experience equivalence
- Majority apportionment must be in instructional activities and practice
- Other responsibilities, assigned at the discretion of the department/college, could include apportionment in service and/or professional development, and/or minimal requirements to meet academic qualification for accreditation
- Demonstrated success in academic or professional instruction

Associate Professor of Practice

- Special Appointment, 1.00 FTE position normally, but at least 0.5 FTE
- Appointment length - 1 to 4 years
- Renewable
- Benefits eligible
- Terminal degree or equivalent professional experience required - units must define professional experience equivalence
- Majority apportionment must be in instructional activities and practice
- Other responsibilities, assigned at the discretion of the department/college, could include

apportionment in service and/or professional development, and/or minimal requirements to meet academic qualification for accreditation

- Evidence of contributions to advancing learning in the field
- Excellence in academic or professional instruction, evidenced, e.g., by student evaluations, portfolio, peer review, student learning outcomes
- Evidence of leadership in instructional activity that has had significant impact on the unit, college, or University

Professor of Practice

- Special Appointment, 1.00 FTE position normally, but at least 0.5 FTE
- Appointment length = 1 to 5 years
- Renewable
- Benefits eligible
- Terminal degree or equivalent professional experience – units must define professional experience equivalence
- Majority apportionment must be in instructional activities and practice
- Other responsibilities, assigned at the discretion of the department/college, could include apportionment in service and/or professional development, and/or minimal requirements to meet academic qualification for accreditation
- Evidence of contributions to advancing learning in the field
- Excellence in academic or professional instruction, evidenced, e.g., by student evaluations, portfolio, peer review, student learning outcomes
- Very high performance standard
- Minimum expectation is for national visibility for candidate's instructional activities and/or practice

¹The College of Agricultural Sciences and Natural Resources has adopted UNL's criteria as the minimum standard for promotion to and among the ranks of Assistant, Associate and Professor of Practice: http://www.unl.edu/svcaa/documents/prof_of_practice_policy.doc.

²CASNR Academic Appointment Guidelines should be followed when assigning teaching load.

Possible examples of supporting evidence for the quality and effectiveness of teaching:

1. Teaching or course portfolio
2. Participation in the UNL Peer Review of Teaching Project or departmental/college peer-review of teaching programs
3. Student evaluations
4. Curriculum and/or course development or revision
5. Number of undergraduate advisees
6. Number of graduate students successfully completing degree
7. Student achievement/outcomes
8. Outcome-based assessment of degree programs (peer review by other institutions or industry, placement of students, etc.)
9. Contributions to recruitment and retention

10. National and international activity
11. Scholarship of Teaching and Learning (SOTL)³ activities (SOTL activities may include: classroom research on the effectiveness of teaching approaches; funded grants, peer-review publications, presentations and workshops on teaching and learning; authorship of textbooks, software or other teaching materials used by other faculty at UNL and students at other colleges or universities; etc.)
12. Awards; leadership in professional organizations

³Boyer, E. 1990. *Scholarship Reconsidered: Priorities of the Professoriate*. Carnegie Foundation for the Advancement of Teaching. RP-2.1.6

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