TO: Lynch School Faculty
FROM: David Blustein
EPC Chair
DATE: November 2, 2010

RE: Full-time LSOE Non-Tenure Track (NTT) faculty statement

The following motion was recommended to the Dean on October 27, 2010 by the full EPC and formally approved by the Dean on November 2, 2010. Please keep this notice with your records about LSOE policies, programs and procedures.

It is moved to approve the Full-time LSOE Non-Tenure Track (NTT) faculty statement.
(see attached)
(VOTE: 10 yes, 0 no)

Full-time LSOE Non-Tenure Track (NTT) faculty will hold the ranks of Lecturer, Associate Lecturer, or Senior Lecturer. These individuals will be linked to specific departments and will have most of the rights and privileges of tenured and tenure track faculty in those departments, except for eligibility to serve on the Promotion and Tenure Committee. In rare circumstances, they may serve as readers on dissertation committees. However, they will be eligible to serve on department-wide committees from the first year forward, on LSOE-wide committees from the 5th year forward (except for the Promotion and Tenure Committee), and on university-wide committees from the 7th year forward (with the exception of the Faculty Hearing Committee, the Faculty Review Panel, and the Faculty Grievance Committee).

NTT faculty will be given initial 2 year contracts. They will be evaluated at the end of the first year by their Department Chair, primarily on the basis of teaching evaluations. They will then be evaluated at the end of their second year by the Dean and their Department Chair, primarily on the basis of teaching evaluations and service to their department.

The 2nd contract for which NTT faculty will be eligible will be a 3 year contract. They will be evaluated at the end of the 4th year by the senior faculty in their department, based on teaching evaluations and service to the department. The Dean and Department Chair will then consider (a) the vote of the senior faculty, (b) teaching evaluations, (c) a teaching observation by the Associate Dean for Faculty and Academics, and (d) service to the department, in order to decide whether to grant promotion to Associate Lecturer and a new 5 year contract at the end of the 5th year, or not to offer a new contract to the NTT faculty member at the end of the 5th year.
After the 5th year, all contracts will be for 5 years, and will be renewed based on teaching evaluations, an observation by the Associate Dean near the beginning of the 5th year of the contract, and a recommendation from the Department Chair. At the end of the 10th year, the individual will either be offered a new 5 year contract with promotion to Senior Lecturer, or will not be offered a new contract.

Annual increments will be awarded based on (1) teaching evaluations and (2) service to the Department (and LSOE and/or the university as appropriate to time served), as communicated via recommendation from the Department Chair. NTT faculty will have equal access to faculty resources granted by the Dean's office (e.g. travel funds).

University benefits will be the same as those granted to tenure track faculty.

While the individual cannot transfer into a tenure track slot, the individual may apply for a tenure track position on an equal basis with all other applicants.