

Faculty Standards for Promotion for Professional Faculty

1. CMHT_Guideline_Faculty_Promotion_Professional Faculty

1. Lecturer Faculty Ranks: Lecturer, Senior Lecturer, Principal Lecturer
2. Clinical Faculty Ranks: Clinical Assistant Professor, Clinical Associate Professor, Clinical Professor

2. **Date Issued:** 9/08 (Approved VPAA.); Updated 10/11; 10/12; 7/14; 2/17; 5/18, 12/18 (Reviewed VPAA; Revised CMHT); updated November 2022; updated 08/24; 2/25

3. **Purpose:** To provide standards of performance expected by non-tenure track faculty for promotion and continuing appointments. University policy will take precedent in all cases:

UNT Policy 06.005 Professional Track Faculty Reappointment and Promotion
<https://policy.unt.edu/policy/06-005>

UNT Policy, 06.002 Academic Appointments and Titles defines non-tenure track appointment titles.
<https://policy.unt.edu/policy/06-002>

4. Lecturer Ranks

4.1. Lecturer: A Lecturer is a non-tenure track faculty member who meets the performance expectations related to the workload outlined in UNT Policies 06.005 and 06.002.

- 4.1.1. Meets the Southern Association of Colleges and Schools (SACS) requirements of an earned master's degree,
- 4.1.2. Has a minimum of 18 graduate semester hours in the teaching discipline and/or certification, licensing, or equivalent professional experience.
- 4.1.3. Demonstrates effectiveness in teaching, research, and service.
- 4.1.4. Appointments are generally a three (3) year continuing contract with option to renew based on annual evaluations.

4.2. Senior Lecturer: A senior lecturer is a non-tenure track faculty member who meets the promotion criteria outlined in UNT Policies 06.005 and 06.002.

- 4.2.1. Meets the Southern Association of Colleges and Schools (SACS) requirements of an earned master's degree.
- 4.2.2. Has a minimum of 18 graduate semester hours in the teaching discipline and/or certification, licensing, or equivalent professional experience.
- 4.2.3. Must have served at least three (3) consecutive years in the rank of lecturer or have equivalent prior teaching experience at the college level.
- 4.2.4. Has a record of substantial and continued excellence in teaching and service, demonstrated by receiving scores in "exceeds expectation" and/or "excellence" category as outlined in the CMHT_Guideline_Faculty_2_Annual Performance Standard_Prof Fac.
- 4.2.5. Excellence or extraordinary quality in any one domain will not compensate for lack

- of sustained effectiveness in other assigned areas (UNT Policy 06.005).
- 4.2.6. Submits an annual comprehensive teaching portfolio covering, at minimum, six (6) semesters of full-time teaching.
 - 4.2.7. Appointments are for a five (5) year continuing contract with an option to renew based on annual evaluations.
- 4.3. Principal Lecturer: A principal lecturer is a non-tenure track faculty member who meets the promotion criteria outlined in UNT Policies 06.005 and 06.002.
- 4.3.1. Meets the Southern Association of Colleges and Schools (SACS) requirements of an earned master's or doctoral degree.
 - 4.3.2. Has a minimum of 18 graduate semester hours in the teaching discipline and/or certification, licensing, or equivalent professional experience.
 - 4.3.3. Has the equivalent of five years (10 semesters full-time) college-level teaching that includes two years (four semesters full-time) that meet the qualifications at the senior lecturer rank, and/or equivalent professional experience.
 - 4.3.4. Has a record of substantial and continued excellence in teaching and service, demonstrated by receiving scores in "exceeds expectation" and/or "excellence" category as outlined in the CMHT_Guideline_Faculty_2_Annual Performance Standard_Prof Fac.
 - 4.3.5. Demonstrate leadership or received recognition external to the University in teaching and/or service related to the discipline.
 - 4.3.6. Excellence or extraordinary quality in any one domain will not compensate for lack of sustained effectiveness in other assigned areas (UNT Policy 06.005).
 - 4.3.7. Submits annual comprehensive teaching portfolio covering, at minimum six semesters of full-time teaching.
 - 4.3.8. Appointments are for a five (5) year continuing contract with an option to renew based on annual evaluations.

5. Clinical Faculty Ranks

- 5.1. Clinical Assistant Professor: A clinical assistant professor is a non-tenure track faculty member who has expertise or specialization in a specific profession and whose primary responsibilities are performed in a clinical, professional, or practicum setting.
- 5.1.1. Meets the Southern Association of Colleges and Schools (SACS) requirements of an earned terminal degree, usually PhD.
 - 5.1.2. Has a minimum of 18 graduate semester hours in the teaching discipline and/or certification, licensing, or equivalent professional experience.
 - 5.1.3. Demonstrates effectiveness in teaching, research, and service. Depending on the workload assignment, faculty may be only evaluated by teaching and service.
 - 5.1.4. Appointments are made for an initial term of three (3) years on a continuing contract with an option to renew based on annual evaluations.
- 5.2. Clinical Associate Professor: A clinical associate professor is a non-tenure track faculty member who meets promotion criteria as outlined in UNT Policies 06.005 and 06.002.
- 5.2.1. Meets the Southern Association of Colleges and Schools (SACS) requirements of terminal degree, usually PhD.

- 5.2.2. Demonstrates excellence by receiving scores in “exceeds expectation” and/or “excellence” category as outlined in the CMHT_Guideline_Faculty_2_ Annual Performance Standard_Prof Fac.
- 5.2.3. Demonstrated leadership or received recognition external to UNT in scholarship and in the discipline.
- 5.2.4. Has a minimum of 18 graduate semester hours in the teaching discipline and/or certification, licensing, or equivalent professional experience.
- 5.2.5. Must have served at least five (5) consecutive years in the rank of assistant clinical professor or have equivalent prior relevant experience.
- 5.2.6. Excellence or extraordinary quality in any one domain will not compensate for lack of sustained effectiveness in other assigned areas (UNT Policy 06.005)
- 5.2.7. Appointments are made for up to five (5) years on a continuing contract with option to renew based on annual evaluations.

5.3. Clinical Professor: A clinical professor is a non-tenure track faculty member who meets promotion criteria as outlined in UNT Policies 06.005 and 06.002.

- 5.3.1. Meets the Southern Association of Colleges and Schools (SACS) requirements of earned terminal degree, usually PhD.
- 5.3.2. Has a minimum of 18 graduate semester hours in the teaching discipline and/or certification, licensing, or equivalent professional experience.
- 5.3.3. Must have served at least five (5) consecutive years in college-level clinical, professional, or practicum assignments, including at least three (3) years at the associate clinical professor rank, or have equivalent prior relevant experience.
- 5.3.4. Demonstrates excellence by receiving scores in “exceeds expectation” and/or “excellence” category as outlined in the CMHT_Guideline_Faculty_2_ Annual Performance Standard_Prof Fac.
- 5.3.5. Demonstrated leadership or received recognition at the national level in teaching, service and/or scholarship related to the discipline.
- 5.3.6. Evidence of excellence or extraordinary quality in any one domain will not compensate for lack of sustained effectiveness in other assigned areas. (UNT Policy 06.005)
- 5.3.7. Appointments are made for up to five (5) years on a continuing contract with option to renew based on annual evaluations. (UNT Policy 06.005).