

Indiana University Bloomington
Office of the Vice Provost for Faculty & Academic Affairs

[to be inserted on p67 of the *Academic Handbook*]

NON-TENURE-TRACK FACULTY APPOINTMENTS

Professor of Practice Appointments. Professors of Practice may be assigned instructional responsibilities, along with activities in support of student development and placement. This classification is appropriate for individuals who have achieved professional accomplishments in non-academic settings equivalent to those expected of a tenured full professor. *Title:* Professor of Practice

[to be inserted on p86 of the *Academic Handbook*]

Regulation of Professor of Practice Appointment

Use of Professor of Practice Appointment

The primary responsibility of Professors of Practice is teaching. Appointees may be assigned research and service responsibilities, but only activities in support of teaching. Appointments of Professors of Practice are restricted to those who have achieved distinction in their chosen field of practice, and who bring to the University unique practical experiences and talents that will benefit our students.

Rights and Privileges

The rights and privileges of Professors of Practice are identical to those for Lecturers and Clinical faculty, described above.

Appointment

Candidates for initial appointments as Professor of Practice will have their credentials reviewed by the Provost/Chancellor or designate, who must approve the offer. Initial appointment shall be for three years. A major performance review shall take place before the end of the initial three year contract. If performance is judged satisfactory, appointees shall be given long-term contracts (either three years rolling or five years term). The Professor of Practice appointment may not be converted to a tenure-track position.

Protection of Academic Freedom

Professors of Practice are not eligible for tenure; however, in order to protect their academic freedom, individuals appointed to this rank shall be given long-term contracts after a probationary period of not more than three years. The criteria for granting long-term contracts

shall be analogous to the criteria for granting tenure, except that Professors of Practice shall earn the right to a long-term contract on the basis of excellence only in those responsibilities that may be assigned to them. Each school will establish procedures and specific criteria for review of individuals concerning the renewal of long-term contracts.

Professors of Practice during the probationary period shall be subject to the same policies and procedures with respect to appointment, reappointment, non-reappointment and dismissal as apply to tenure-probationary faculty during the probationary period. After the probationary period, dismissal of a Professor of Practice holding a longer term contract which has not expired may occur because of closure or permanent downsizing of the program in which the faculty member teaches and serves; otherwise, dismissal shall occur only for reasons of professional incompetence, serious misconduct or financial exigency. Non-reappointment of Professors of Practice to a new contract may occur for the foregoing reasons or may occur as well for reasons of changing staffing needs of the academic unit's program. Non-reappointment decisions regarding Professors of Practice holding a longer-term contract after the probationary period must be made with faculty consultation through processes established by the school's faculty governance institutions. The jurisdiction of campus faculty grievance institutions includes dismissal and non-reappointment of Professors of Practice.

[EXPLANATION AND COMMENT: University practice requires that probationary periods be served on a continuing basis unless a leave of absence has been applied for and been granted. The University is not obliged to relocate within the institution Professors of Practice whose positions are eliminated because of closure, permanent downsizing, of changing staffing needs of their academic programs.]

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Review and Reappointment Procedures for Non-Tenure-Track Faculty

	Probationary Period	Promotion	Length of Contract	Performance Reviews	Responsibilities
Lecturer / Senior Lecturer	7 years (may be considered for early promotion and long-term contract)	Promotion decision no later than 6th year; "up or out" decision (must make promotion decision at same time as long-term contract)	Long-term: 3 years rolling or 5 years term; Probationary period: initial 3 years, then annual through 7th year	Annual review by unit; VPFAA review of non-reappointments only	Instruction
Clinical Professor (Asst/Assoc/Full)	7 years (may be considered for early long-term contract or promotion)	Decision about long-term contract no later than 6th year; no fixed schedule for promotion to assoc/full (based on performance; no "up or out" decision)	Long-term: 3 years rolling or 5 years term; Probationary period: initial 3 years, then annual through 7th year	Annual review by unit; campus review of promotions to assoc/full; VPFAA review of all non-reappointments	Instruction; service/engagement
Research Scientist /Scholar (Asst/Assoc/Sr.)	None	No fixed schedule for promotion to assoc/senior (based on performance; no "up or out" decision)	One-year contract (unless funding permits longer term)	Annual review by unit; initial appointment as asst. reviewed by VPFAA; campus review of promotion to assoc./senior	Research / Creative activity
Research Associates	None	None	One-year contract	Annual review by PI/Supervisor; no campus review	Research / Creative activity
Academic Specialists	7 years (may be considered for early long-term contract)	None (decision about long-term contract before 7th year; no "up or out" decision)	Long-term: 3 years rolling or 5 years term; Probationary period: initial 3 years, then annual through 7th year	Annual review by unit; VPFAA review of non-reappointments only	Academic Program Administration
Professor of Practice	3 years	None	Initial 3 years contract; then 3 years rolling or 5 years term	Campus review during recruitment; approval for offer from Provost or designate; major review before end of initial 3-year contract and then annual reviews by unit	Instruction