

Boyer College of Music and Dance

Full-time Non-Tenure Track Faculty: College Policies and Procedures

In accord with the Temple University – TAUP contract, the following policies and procedures apply to the appointment, rank, reappointment/annual review, and promotion of full-time non-tenure track faculty in music and dance.

1. Appointment: Full-time non-tenure track faculty may be appointed for terms up to 5 years, with responsibilities which center primarily on one of the following: teaching, research/scholarship/creative work, or service. The initial and any subsequent appointment letters will make clear the responsibilities of the faculty member for the term of appointment.

Appointment of non-tenure track faculty will ordinarily be made by the Dean on recommendation of a search committee, which will include a minimum of three Presidential faculty, including the chair or program coordinator of the appointee's home department; search procedures designed to yield strong applicants, and to encourage applications from minorities and women, should be followed.

In cases requiring an emergency appointment, and with the permission of the Provost's Office and the Affirmative Action Office, the Dean, working in consultation with the department chair or program coordinator, may make an appointment of one semester or one year without a formal search. Any subsequent appointment of that faculty member must be the result of a search as described above.

2. Rank: Full-time non-tenure track faculty will be given rank according to the classifications and criteria outlined in Article 15 of the Temple University – TAUP contract. In the Boyer College, the title Senior Lecturer will be reserved for those non-tenure track faculty whose teaching experience and expertise are commensurate with those of Presidentially appointed Associate Professors or Professors. Rank for Clinical Educators and Research Faculty will be guided by the clinical/teaching and research/scholarship/creative standards used in assigning rank to Presidentially appointed faculty.

3. Reappointment/Annual Review: Non-tenure track faculty may be reappointed for terms up to 5 years, without limit. Reappointment will be preceded by a review, conducted by the Dean and the Department, of the faculty member's performance in the area of his/her responsibilities during the term of appointment. For faculty on multiple-year appointment, there will be an annual review of the faculty member's performance in the area of his/her responsibilities. The review will be conducted by the Dean or the Dean's designee, and will include a meeting between the faculty member and the Dean or his/her designee to review the faculty member's work over the past year. A summary of the meeting will be provided to the faculty member and filed in the individual's official personnel file.

4. Promotion: Promotion of full-time non-tenure track faculty will follow the same procedures as for tenure-track faculty, except that the candidate will be evaluated only in the particular area (teaching, research/scholarship/creative work, or service) of his/her Temple responsibilities. The promotion standards in the area of evaluation will be the same as for Presidentially appointed faculty.