

UNIVERSITY OF HOUSTON
COLLEGE OF NATURAL SCIENCES AND MATHEMATICS
POLICY ON INSTRUCTIONAL FACULTY
JUNE 2005

I. Definitions

Instructional faculty members possess expertise in the practice of disciplinary activities related to one of the College's departments or centers; they possess special pedagogical and/or training expertise within the classroom and/or in practicum settings. Instructional faculty members are not tenured; nor are they eligible to become tenured faculty. Instructional faculty members do not have voting privileges in the College; nor are they eligible to vote within departments on matters regarding promotion and tenure. Instructional faculty members may be appointed at the following ranks: Instructional Assistant Professor; Instructional Associate Professor; Instructional Professor. Typically, instructional faculty appointments are 9-month appointments per annum.

II. Qualifications for Appointment

Individuals eligible for appointments must have, at minimum, the degree requirements applicable to any faculty appointment at the University of Houston for the relevant discipline. Further, eligible individuals must possess demonstrated excellence and special expertise in relevant aspects of the discipline. They should possess equal expertise in teaching, student supervision, and curricular development. Eligible individuals are expected to participate in appropriate scholarly activities pertaining to instruction in their discipline, e.g. curriculum development, use of technology, innovative teaching strategies. Eligible individuals may serve on relevant departmental, college, and university-wide committees as appropriate.

III. Recruitment and Appointment Procedures

College departments and centers will follow regular University of Houston Procedures for faculty recruitment, in accordance with affirmative action guidelines. After recommendations by departmental or center search committees to the relevant faculty and chair or director, the Dean of the College will make all instructional faculty appointments. After review and approval by the Senior Vice

President for Academic Affairs, the Dean will present a specific offer of appointment letter to the candidate. The appointment letter will stipulate a specific role and individualized responsibilities which will serve as the bases for the annual performance review.

IV. Term of Appointment

An initial appointment is a 9-month, non-tenure-track faculty appointment. A reappointment for a second 9 months is contingent upon the results of the performance review for the initial appointment term. At the end of this two-term probationary period, and contingent upon performance reviews, the Dean may reappoint the faculty member for an additional one, two, or three 9-month term. However, each appointee must undergo an annual performance review. In addition, each annual reappointment term is contingent upon the availability of funds.

V. Promotion

Instructional faculty are eligible for promotion within the instructional ranks. In seeking promotion, the faculty member must demonstrate excellence in each area of performance stipulated in her or his appointment or reappointment letter and in her or his annual review.

Promotion within the instructional ranks occurs after formal review by an appropriate faculty supervisor or special faculty committee appointed by the Department Chair. This individual or committee will report its recommendation to the Dean. The Dean will conduct his or her independent review and will make a separate recommendation. The Senior Vice President for Academic Affairs must finally approve recommendations for promotion.

VI. Compensation

All compensation negotiations and agreements are the responsibility of the Dean. Instructional faculty members are eligible for faculty benefits, and enjoy faculty privileges such as library, computer, parking, and athletic access. They also may avail themselves of the University grievance procedures.