

Teaching Series Proposals			
Issue	BOT Proposal	UFF-FSU Response as of 11/15/2008	Comments
Titles	Asst Teaching Professor, Asst Clinical Professor, etc.	Assistant University Instructor, Associate Univ. Instructor, etc.	It is not in the interest of existing faculty holding professorial ranks dilute the meaning and prestige of "professor" as being a tenured or tenure-earning position.
Overall designation	Specialized Faculty, Career Track	Specialized Faculty	Good. This helps to clarify that non-specialized positions should be in the tenure track.
Promotion intervals	4 years	Same as tenure track, i.e. normally 6 years, unless early promotion is justified by exceptional performance	Or, provide equitable opportunity for salary increases at the same rate in the tenure track, in some other way, such as creating mini-steps within tenure track.
Promotion criteria	Dept/Coll bylaws	Need appendix, similar to those for librarians and tenure track, spelling out basics about criteria and procedures. Require involvement of departmental promotion and tenure committee. Require evidence of superior teaching for promotion to top rank, including peer review letters, examples of course materials developed, and grade distributions in addition to student evaluations of teaching.	
Promotion standards	Dept/Coll bylaws		
Employment security via notice	Suggested flexibility	Additional notice (at least one year) for each promotion in rank.	Alternatively, rolling contracts.
Governance (Fac Senate)	none	Concerned that NTT will be afraid to express opposition to any proposal from the administration.	Without significant job security, one cannot speak out on issues or participate meaningfully in collegial governance.
Terminal degree	Parallel "Instructor" sequence if non-terminal degree	See no need for separate working titles. In any case, clarify that achieving terminal degree would be lateral move.	Rule out potential inequities due to cycling through multiple tracks to reap more than 2 promotional raises.

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Preserve core of tenured professors.	none	The ratio of E&G funded NTT to TT must be capped at the present level.	Lines that could be used for tenure-track appointments should not be converted to NTT, or we will continue to see movement toward the tenured faculty becoming a dying minority.
Non-renewal criteria	modified at-will	For "good and sufficient reasons", to include lack of work, misconduct, incompetence, inadequate performance	Provide greater security for faculty members in this track.
Equity for tenure track	none	Any favorable provision for NNT also applies to tenure track.	Protect preferred status of tenure track employees.
Duty assignment	50% or more teaching	(1) at least 75% teaching, every term; and (2) at most 5% research/scholarly/creative activity	Main "specialized" distinction, keep distinction from tenure track and other specialized tracks clear.
Migration rules within NTT	none	Migration to/from other NTT tracks preserves same rank level.	There should be no cycling through multiple tracks to reap more than 2 promotional raises.
Migration to TT	none	No credit toward tenure for time in NTT ranks. If moving to tenure track, must apply through nationally advertised search process, and start out as Asst Prof.	Protect tenure-earning process; prevent dilution of meaning of tenure, as evidence of ability to balance teaching, research, and service while maintaining high quality in all three, over a long term.
Graduate teaching	none	Cannot direct PhD students, as major professor, or teach courses at the PhD level.	Preserve tenure track against continuing erosion.
"Grandfathering"	Asst in, Associate in, Research Associate	Include also Scholar Scientist ranks, if sufficient teaching assignment. Departments propose treatment of teachers in other existing designations, including Lecturer and Instructor.	