

NON TENURE – PROFESSIONAL PRACTICE TRACK

Non-tenure track (NTT) **professional practice track faculty have the responsibility of providing professional practice service that advances the mission of the academic unit.** The institution has developed general guidelines for appointment and promotion of faculty at different academic ranks in all non-tenure tracks, as well as a promotion timetable (http://provost.missouri.edu/faculty/tenure_nonregular.html).

Guidelines: Academic units should provide guidelines for the minimal standards of performance that should be achieved prior to nomination for promotion to associate or full professor of professional practice. These guidelines will provide the basis for recommendations made by the academic unit. An essential component of the evaluative process regarding a candidate’s suitability for promotion in academic rank is appraisal of his/her potential to continue to meet expectations of sustained, meaningful activity in the area of primary responsibility. In keeping with University policy (Collected Rules and Regulations 310.035 Non-Tenure Track Faculty, Executive Guideline No. 35, issued 11-16-06; revised 05-21-08, 04-12-10, 6-17-10, 02-04-11, 07-16-12, 05-01-13), the following must be considered for NTT appointments.

Unlike tenured and tenure track faculty, whose performance is evaluated based on their contribution to research, teaching, and service, **the performance of NTT faculty should be evaluated on the primary responsibility of the NTT appointment as well as service and professional activities related to that primary responsibility.**

There is no prohibition for NTT faculty to be involved in multiple duties related to research, teaching, or service. However, decisions regarding hiring, continuation of employment, and evaluation of NTT faculty performance should relate to the primary purpose of their appointment as defined by category and not be based on all three criteria. Only tenured and tenure track faculty should be hired, evaluated, and promoted based on all three criteria.

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Faculty Title	Assistant Professional Practice Professor	Associate Professional Practice Professor	Professional Practice Professor
Degree requirements	Appropriate terminal degree for appointment. Evidence of appropriate, current credentials, if applicable.	Appropriate terminal degree for appointment. Evidence of appropriate, current credentials, if applicable.	Appropriate terminal degree for appointment. Evidence of appropriate, current credentials, if applicable.
Research, scholarship and/or creative work	Not required	Not required	Not required
Teaching, advising, and serving as a mentor and role model	Not required	Not required	Not required

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Faculty Title	Assistant Professional Practice Professor	Associate Professional Practice Professor	Professional Practice Professor
<p>Service</p> <ul style="list-style-type: none"> • Professional practice • other than professional practice <p>Demonstrate leadership role and superior outcomes in a professional practice program including implementation and evaluation of quality improvement initiatives.</p> <p>Scholarship is defined as:</p> <ul style="list-style-type: none"> • peer-reviewed • widely disseminated in appropriate forums • leading to advances in knowledge in that area 	<p>Capable of making significant independent contributions to the ongoing professional practice missions of the SOM.</p>	<p>The candidate will be expected to:</p> <ul style="list-style-type: none"> • contribute to the department or School of Medicine in such areas as professional practice service and internal governance. <p>Excellence can be demonstrated by:</p> <ul style="list-style-type: none"> ○ evidence of professional practice excellence ○ patient outcomes ○ observations and opinions of peers and patients ○ participation on Departmental, School of Medicine or University committees ○ evidence of national recognition (invitations to review manuscripts; society committee membership; organization of symposia) ○ membership/participation in professional organizations ○ participation in CME as teachers 	<p>The candidate will be expected to:</p> <ul style="list-style-type: none"> • contribute to the department, the School of Medicine in professional practice service as well as internal governance • earn national and/or international recognition as a leading authority in his/her field. <p>Excellence can be demonstrated by:</p> <ul style="list-style-type: none"> ○ evidence of professional practice excellence ○ patient outcomes ○ observations and opinions of peers and patients. ○ departmental service as well as School of Medicine or Institutional committee service ○ service on national panels ○ state, regional, national or international committees or elected office/ appointment in professional organizations ○ participation in CME as an authority in their field