NON-TENURE – TEACHING TRACK

Non-tenure track (NTT) **teaching track faculty have the responsibility of facilitating learning among a broad range of learners**. These may include undergraduate, medical, and graduate students, as well as residents, fellows and postdoctoral trainees.

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 in teaching that should be achieved prior to nomination for promotion to associate or full teaching professor. 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, revised 05-21-08, revised 04-12-10, revised 6-17-10), 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.

NON-TENURE - TEACHING TRACK			
Faculty Title	**Assistant Teaching Professor**	**Associate Teaching Professor**	**Teaching Professor**
Degree requirements	Appropriate terminal degree for appointment Evidence of appropriate, current credentials (board certification, if relevant)	Appropriate terminal degree for appointment Evidence of appropriate, current credentials (board certification, if relevant)	Appropriate terminal degree for appointment Evidence of appropriate, current credentials (board certification, if relevant)
Research, scholarship and/or creative work	Not required	Not required	Not required

NON-TENURE - TEACHING TRACK			
Faculty Title	**Assistant Teaching Professor**	**Associate Teaching Professor**	**Teaching Professor**
Teaching, advising, and serving as a mentor and role model Demonstrate leadership role and superior outcomes for the educational program which must be rated as excellent to outstanding by peers and learners with evidence of continuous quality improvement to the program. Results must: • Be peer-reviewed • Be widely disseminated in appropriate forums • Lead to advances in knowledge in that area	Capable of making significant independent contributions to the ongoing teaching mission of the MU SOM	The candidate will be expected to: • serve as a mentor & role model to learners (medical students, graduate students, postdoctoral fellows, residents and/or fellows). • have a teaching role in courses within the SOM, including department-based courses. Maintain a high level of effectiveness, with a record of courses taught over several years, the number of students and level of subject matter. Excellence can be documented by: o positive student and peer/ senior faculty evaluations o positive annual departmental evaluations o membership on the graduate and/or doctoral faculty o graduate student advising/ mentorship o membership on graduate student dissertation committees o participation in PBL/IPC as a lecturer, tutor or block leader o graduate course participant o publications related to teaching, course development or display of initiative in enriching departmental teaching, including computer based learning and web-based education o participation in CME as teachers	The candidate will be expected to: • continue to serve as a mentor and role model to learners (medical students, graduate students, postdoctoral fellows, residents and/or fellows). • have a central teaching role in courses within the SOM and/or department-based courses. The candidate will maintain a high level of effectiveness, with a record of courses taught over several years, the number of students and level of subject matter. • earn national and/or international recognition as a leading authority in his/her field. Excellence can be documented by: o positive student and peer/ senior faculty evaluations which generally exceed the departmental average o positive annual departmental evaluations o expanded role in PBL/IPC blocks as a lecturer, tutor or block leader in an expanded role o participate in GME programs in an expanded role o publications related to teaching, course development or display of initiative in enriching departmental teaching, including computer based learning and web-based education o participation in CME as an authority in their field
Service	Not required	Not required	Not required