

## FAQs for Initial C/T/P Faculty Appointments in ASC

Revised August 16, 2023

### 1. What is the duration of C/T/P appointments?

Initial appointments at all levels must be probationary for 5 years; reappointments may be for 3-5 years for assistant and associate positions, and up to 8 years for full. Reappointment durations may be specified in the unit governance documents (BoT decision, May, 2021).

### 2. Do unit governance documents need to be amended to include C/T/P appointments, expectations, review, and promotion procedures before appointment processes can proceed?

Yes. Starting with appointments requested in Autumn 2023, units must have updated and college-approved governance documents that specify the parameters of these positions. C/T/P faculty should be added in all appropriate sections including, but not limited to: definitions, voting rights, criteria and procedures for appointment, reappointment, and promotion, annual reviews, and peer evaluations.

### 3. Are there incentives associated with promotion within the track (e.g., from assistant to associate positions)?

Yes. Incentives will be negotiated on a case-by-case basis. Chairs should present to the Divisional Dean a narrative justification for the terms of proposed positions.

### 4. How do these appointments affect the allocation of TT positions (e.g., consideration for new (or recovered) TT positions)?

These two allocations are independent. The need for C/T/P positions should be determined on the basis of the priorities and needs of the unit.

### 5. Are there priorities in consideration of C/T/P appointments related to FTE? E.g., are 1.0 appointments seen more favorably than .75?

No. Position FTE should be determined on the basis of the priorities and needs of the unit and should be in line with the workload assigned to the position.

### 6. What responsibilities and roles in graduate education are approved for C/T/P faculty?

The Graduate School Handbook states that C/T/P faculty are eligible for appointment to Category M status when they are nominated by their units and approved by the Graduate School; in this status the Graduate School permits C/T/P faculty to advise Master's students, participate in governance of graduate education at all levels in the university, and serve on candidacy and doctoral examination committees. Department governance documents can restrict responsibilities for which C/T/P faculty are eligible to a subset of those allowed by the Graduate School.

### 7. When/how will C/T/P assistant professors move to the rank of associate? Is there a required number of years/contracts?

Review and promotion processes are specified at the unit level in the governance documents. The policy at the OAA and college levels allows a great deal of flexibility – for example, a unit could choose to have only assistant teaching professors and no option for promotion. There are no limitations on time in rank, and neither promotion nor reappointment is guaranteed.

**8. Is there a limit on the number of C/T/P positions that will be available?**

Yes. The number of positions will be constrained by financial and logistic factors. The number of positions per unit will be negotiated by chairs and divisional deans on a case-by-case basis. The total number of C/T/P faculty in the college cannot exceed 20% of the total number of faculty (including C/T/P and regional faculty) in the college.

**9. Who should be appointed to Associate and Full C/T/P positions? What are appropriate scholarship expectations for these positions?**

- Units determine which of their current instructional staff members are appropriate for proposed transfer to the new C/T/P positions.
- Scholarship requirements for Associates are optional and determined at the TIU level.
- Scholarship requirements for Full C/T/P professors are required by OAA, with specific expectations to be set at the TIU level.

**10. What are the required steps in the appointments process for C/T/P positions?**

Departments and Schools should review the Requests for New C/T/P Faculty Appointments document on the [ASC Intranet](#). Procedures are described in Section IV. B. 3. of the ASC APT. All candidates make a presentation in their area of expertise to the unit as part of the review process. Assistant C/T/P candidates may be reviewed by a search committee or by the Committee of the Eligible Faculty (CEF), who provide a vote and a written appointment recommendation for the candidate to the chair or director. The review process for assistant positions stops at college level. Associate and Full C/T/P positions require review, a vote, and a written recommendation to the chair from the CEF as well as ASC endorsement and OAA approval.

**11. Are external evaluator letters required for these positions?**

Whether external evaluator letters are required is a unit decision that can be specified in TIU governance documents. External evaluator letters are not required by the college APT.

**12. Will the college assist units with compensation for the new C/T/P positions?**

Compensation enhancement rates for C/T/P appointments remain under review by the College. Units can be assured that additional costs of these appointments will be covered by the College. However, if there are “trickle down” costs, e.g., a new instructor will be needed to cover courses removed from C/T/P faculty workloads, these will be covered by unit resources or funds requested from the College by the same means as other new costs. Such requests will be reviewed, with no assurance of approval.