At Texas Tech there are special full-time appointments that do not acquire tenure (OP 32.17). These include:

- Instructor
- Lecturer
- Assistant Professor of Practice/Associate Professor of Practice/Professor of Practice
- Visiting Assistant Professor/Visiting Associate Professor/Visiting Professor
- Adjunct Assistant Professor/Adjunct Associate Professor/Adjunct Professor
- Research Assistant Professor, Associate Professor, Research Professor

Although faculty with the above full-time appointments do not acquire tenure, persons serving in these positions have the same academic freedom as tenured and tenure-track faculty.

**Employment**

Employment in the above ranks requires annual reappointment that may be renewed beyond six years only at the discretion of the department.

**Evaluation**

It is incumbent upon each unit employing persons in non-tenure-track positions to maintain a system of evaluation for these individuals. Based on college guidelines, each department will prepare written standards to be utilized in evaluation of these faculty members. Annual reports must be collected and review provided as for other faculty (OP 32.32). In the College of Human Science, it is expected that all non-tenure-track faculty members employed half-time or greater will submit an annual report and will receive an annual evaluation from their department chair and/or other supervisor as appropriate. The content areas of their report will be based on their assignment. Results of the evaluation will be used to determine reappointment or, retention for those with continuing appointment, as well as for merit considerations. (OP 32.32 and College policy on Faculty and Staff Evaluation).

**Promotion in Rank**

Rank for visiting and adjunct faculty is decided at the time of appointment based on their credentials. The limited nature of these appointments precludes opportunity for promotion in rank. Instructor and lecturer are single level ranks with no advanced levels.

Faculty members holding Professor of Practice and Research Professors designations are eligible for promotion in rank. Application for promotion to the associate rank may be considered conjunction with the application for continuing appointment (fall semester of the sixth year) if the faculty chooses to be
considered. Continuing appointment and promotion in rank are two distinct decisions but are typically considered simultaneously. Both are optional.

Requests for advancement in rank can also be made separately from continuing appointment consideration. Such a request may occur any time after the sixth year of full-time employment. Faculty members have the option to be considered for further promotion any time six years after the previous promotion.

PROCEDURE

Employment
Employment of non-tenure track faculty follows university guidelines (OP 32.34) and college policies/practices (Faculty Hire Checklist and New Faculty Hire Onboarding Checklist).

Evaluation
Faculty evaluation guidelines are described fully in OP 32.32 and the COHS Faculty and Staff Evaluation policy. These guidelines apply to non-tenure-accruing faculty members.

Promotion in Rank
The procedure for application for advancement in rank is identical to that for continuing appointment.

DOCUMENTS INCLUDED

32.34 Approval of Faculty in Non Tenure-Acquiring Ranks
32.17 Faculty Appointments and Titles
32.32 Performance Evaluation of Faculty
College Guidelines (non-tenure-accruing faculty)
Continuing Appointment Policy
Faculty and Staff Evaluation Policy
Faculty Hire Checklist
New Faculty Hire Onboarding Checklist

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