

Teaching Professor

Eligibility, Expectations, and Review Process for,
and Privileges Pertaining to, Promotion to the Third Instructor Rank

Boulder Faculty Assembly Instructor-Track Faculty Affairs Committee

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This document draws on the document produced by the working group of the Council of Deans in February 2016, and likewise reflects input from Jeffrey Cox, Associate Vice Chancellor for Faculty Affairs. The document recommends policies that set forth (1) who is eligible for promotion to Teaching Professor, (2) what expectations need to be met for such a promotion, (3) what the broad outlines of the review process look like, and (4) what privileges such a rank would carry.

Eligibility for Promotion

1. All departments need to have a written policy regarding the review and promotion of instructors, adhering to broad campus guidelines.
2. Departments may consider promoting *instructors* to *senior instructor* after they have held the rank of instructor for at least seven years.
3. After a minimum of three years at the rank of senior instructor, senior instructors who have been exemplary teachers and members of the university community may be considered for the title of "*Teaching Professor*." This will be a working title, with the individual officially still holding the rank of senior instructor.
4. The working title of Teaching Professor will be given to a limited proportion of senior instructors to recognize a record of distinction. Since this third title is an honor, there is no expectation that the granting of this title will occur at a particular point in the individual's career after three years in rank as senior instructor, nor is there an expectation that each senior instructor should seek this title. Although senior instructors may, as a matter of convenience, seek promotion to Teaching Professor at the point of regular reappointment and contract renewal, a senior instructor may seek promotion at any time after three years in rank. Promotion materials should be submitted to the primary unit in the early fall, on a schedule consistent with normal reappointments and promotions to senior instructor. If someone is nominated for the title of "Teaching

Professor” and then is not approved, that decision has no implications for the individual’s status as a senior instructor; that individual could be nominated for promotion to Teaching Professor again.

Expectations for Promotion to Teaching Professor

5. To determine whether an individual should be named Teaching Professor, faculty committees will examine the nominee’s teaching record, together with his/her service and leadership (including outreach and engagement), to determine whether this is a record of distinction.
6. A “record of distinction” typically carries the expectation that the individual has made a major impact in the disciplinary unit and its students (e.g. on pedagogy and curriculum), one that likely extends to considerable impact on the campus generally and/or a role in national discussions.
7. Multiple measures of exemplary performance constituting a record of distinction should be used. Examples of multiple measures may include, but are not limited to:
 - a. A record of exemplary classroom teaching
 - b. Contributions to course and curriculum development
 - c. Contributions to the scholarship of teaching and learning, including the following:
 - i. Contributions to local or national workshops on teaching
 - ii. Relevant publications such as textbooks, lab manuals, articles on pedagogy, etc.
 - iii. Work that improves teaching across multiple units
 - iv. Papers, posters, or presentations on pedagogical topics delivered at conferences
 - d. Evidence of student engagement, as evidenced, for example, through mentoring of students or service on honors thesis committees.
 - e. Leadership and service that have an impact on the unit, school/college, campus and/or national communities.
 - f. Outreach to communities and partners beyond the university, including non-profits, disadvantaged groups, that draws upon the instructor’s expertise.
 - g. Practitioner experience that supplements a teaching career.

Review Process

8. Unit-Level Review. When a senior instructor wishes to apply for promotion to Teaching Professor, or when the unit wishes to nominate that person, the chair/director of the unit

should call upon the appropriate faculty committee (e.g. the committee typically convened to review instructors) to review and advance a nomination packet which will include:

- a. a letter of nomination from the chair,
- b. one or more supporting letters (which may be from outside the unit or campus),
- c. a vita,
- d. a teaching statement,
- e. a service statement, and
- f. a teaching portfolio that speaks to multiple measures of exemplary performance.

The department will vote on the granting of the title. If the vote is positive, the case will be forwarded to the school/college.

9. School/College Review. Given the endorsement of the unit, the nomination packet will be reviewed at the school/college level by the appropriate committee. If that committee ratifies the nomination, it goes to the dean. The dean will consider the nomination and, if s/he approves it, s/he will write a letter of support and send the case to the Provost.
10. Campus-Level Review. The Provost will convene a committee composed of three vice provosts and four faculty members, selected by the provost with the approval of BFA; initially, the four faculty members will all be tenured faculty members, but as instructors receive the title of “Teaching Professor” they will provide at least two of the four faculty members. The Provost, with the concurrence of the Chancellor, will grant the title. Only positive recommendations move from level to level.