

Statement from the Faculty Affairs Committee on NTS Nomenclature

The Senate Faculty Affairs Committee met with Provost Ann Cudd at our regular meeting on October 8, 2019. There, she shared her ideas regarding formal changes to the language used for non-tenure stream faculty labels and titles. Provost Cudd proposed using “Appointment Stream Faculty” in place of “non-tenure stream” faculty, in order to avoid the deficit language associated with the term “non-tenure”. She also recommended that all schools use the ranks Assistant, Associate, and Full Professor for these faculty, as they do for tenure-stream faculty. These titles might be modified with a term such as “Teaching”, “Research”, “Clinical” or “Field”, in order to distinguish them from the tenure-stream and tenured faculty, and to highlight their primary roles within the university.

The committee discussed these proposals and recommends the following:

1. The Faculty Affairs committee recommends the use of the label “Appointment Stream Faculty,” since it removes the deficit language in the NTS label. Although no label is perfect, we believe that this name avoids the problems caused by other alternative labels that the Faculty Affairs committee has discussed, and that “Appointment Stream” seems to be an appropriate solution.
2. We endorse the idea that professorial titles that are standardized across units should be used for all faculty. We support the use of the titles of Assistant Professor, Associate Professor and Professor for all faculty. This language is more equitable to NTS faculty and would create more consistency among units and schools.
3. Although the title of “Instructor” was discussed, its use is complicated (due to inconsistencies in how it is used with regard to terminal degrees). The use of “Instructor” requires further discussion.
4. The proposed modifiers (i.e., Teaching, Research, Clinical and Field) may work well for some units, but perhaps not for all. We recommend that decisions about this be left to the individual schools. Some may choose not to use them at all. Others may use them but may allow Appointment Stream Faculty to change these modifiers as their job duties evolve.
5. Presently, the university bylaws do not include “Teaching” as an accepted modifier for faculty titles (Clinical, Research, and Field are included). For the sake of clarity and consistency, we recommend that this title be added to the bylaws.
6. Further discussion is needed about how these (or other titles) might be applied for part-time Appointment Stream faculty. The term “Adjunct Faculty” is sometimes used for these faculty, but it is used inconsistently within and across units. We recommend another term or set of terms be developed in the near future.

We thank the Provost for considering these issues and for developing a formal proposal to replace the NTS designation. We would like Faculty Assembly to endorse these recommendations.