**MOTION: CHANGES IN TEACHING AND RESEARCH FACULTY HANDBOOK IN RESPONSE TO CREATION OF RANK OF SENIOR INSTRUCTOR**

**Referred by: Governance Committee**

**MOTION**The Faculty Senate recommends the creation of the rank of Senior Instructor for special purpose faculty who has not attained their terminal degree. The senate also recommends a raise in pay commensurate with promotions to other ranks.

In order to create the rank of senior Instructor faculty, the Faculty Senate recommends the following insertions be added to the Teaching and Research Faculty Handbook.

**T&R HANDBOOK LANGUAGE**

1.3.1.4 Awarding Rank to New Faculty

The following shall be minimal qualifications for consideration for appointment to the faculty rank indicated:

InstructorHolds a Bachelor’s degree in the discipline or field in which he or she will be employed to teach and has at least 18 hours of graduate credit in the field, or holds the Master’s degree in the discipline or field in which he or she will be employed to teach.

***Senior Instructor holds a Bachelor’s degree in the discipline or field in which he or she will be employed to teach and has at least 18 hours of graduate credit in the field, or holds the Master’s degree in the discipline or field in which he or she will be employed to teach. Senior instructor has six years of full-time teaching at Radford and has demonstrated excellence in teaching.***

Assistant ProfessorHolds a terminal degree in the discipline or field in which he or she will be employed to teach

Associate ProfessorHolds a terminal degree in the discipline or field in the discipline or field in which he or she will be employed to teach and has six years of full-time service at accredited collegiate institutions,, at least three years of which must be subsequent to the terminal degree in area of specialty, and has demonstrated excellence in teaching, service, and scholarship.

ProfessorHolds a terminal degree in the discipline or field in the discipline or field in which he or she will be employed to teach and has a minimum of ten years of full-time service at accredited collegiate institutions, and has exemplary contributions in teaching, service, and scholarship.

Exceptions to the above minimal criteria, including credit for other specialized experience which fits the position to which appointed, may be made upon positive recommendations by the Department Personnel Committee, the Department Chair, and the College Dean with the approval of the Provost.

1.5 REAPPOINTMENT

Teaching faculty subject to annual reappointment include tenure-track faculty, special purpose faculty, and those full-time temporary faculty hired with an option for renewal. ***Exceptions to annual reappointment are special purpose faculty who attain the rank of Senior Instructor. Senior Instructors apply for reappointment every three years.***

1.6 PROMOTION

Promotion in rank is restricted to tenured, tenure-track, and special purpose faculty, including tenured faculty serving in administrative or professional positions.

1.6.1.1 Minimum Criteria for Faculty Promotions

***Senior Instructor***

***Must be special purpose faculty and have six consecutive years of full-time service at the rank of instructor at Radford University.***

**RATIONALE**

The creation of the new position of Senior Instructor allows Special Purpose Faculty the opportunity for applying for promotion after six years of service. These additions to the Teaching and Research Faculty Handbook are necessary for reappointment guidelines, to provide the minimum criteria necessary for promotion, and to align the Senior Instructor with the same rights extended to other faculty members.