

## Akron AAUP

### Memorandum of Understanding

#### Guidelines for Retention/Promotion of Non-Tenure Track Faculty

Article 29, Section 4, Subsection A of the Collective Bargaining Agreement states that for Professors of Practice/Instruction (hereafter NTT) faculty "initial letters of appointment or subsequent letters of reappointment will contain the specific duties assigned to them, including sharing expertise with students, teaching, instructional support, service or research activities."

Given the importance of the NTT Retention/Promotion process, units may want to clarify procedures for Retention/Promotion and Merit by drafting guidelines specifying the role that additional activities (including but not limited to instructional support, service or research) outside the letters of reappointment play in these processes. The guidelines, for instance, may provide guidance concerning what constitutes "unsatisfactory," "satisfactory," or "superior" performance as noted in Article 29, Section 5, Subsection B – 2 of the CBA.

These guidelines shall be prepared as a separate document from the Reappointment, Tenure and Promotion guidelines outlined in Article 13 of the CBA. However, verbiage from various units' RTP guidelines may be included in the NTT Retention/Promotion guidelines.

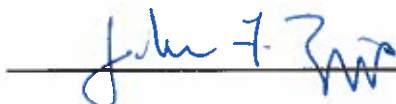
The guidelines prepared by each academic unit for NTT faculty shall be formally approved by two-thirds of the Bargaining Unit Faculty of that unit, and also require the chair/director/dean/provost approval before they become effective.

The University of Akron



Date 4-26-18

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