

## **Policy on Employment of Professors of Professional Practice**

Professors of Professional Practice are individuals with a high degree of applied experience in their teaching discipline. Typically they have been employed or practicing for many years in the private sector, be it business, science, the arts, health, education or media-related fields. The workload of Professors of Professional Practice is shaped by their own experiences and the needs of the hiring department. A higher emphasis on teaching or service may differentiate them from traditional tenure-track faculty. Professors of Professional Practice are appointed to the faculty, but are not eligible for tenure or *de facto* tenure.

Qualifications for appointment as a Professor of Professional Practice are an earned doctoral or equivalent terminal degree appropriate to the academic discipline. Exceptions to these credentials must conform to the guidelines of the Southern Association of Colleges and Schools.

Responsibilities of Professors of Professional Practice will normally include instruction of students, continuing scholarship or creative activities, service to the university through committee memberships, student advising, and attendance at university events. Professors of Professional Practice are also expected to maintain professional knowledge and skill appropriate to their discipline and conduct themselves in accordance with the Statement on Professional Ethics adopted by the Faculty Senate.

### Appointment, Promotion, Contracts and Faculty Rights

Individuals may be appointed to the rank of Assistant, Associate or Full Professor of Professional Practice. Annual evaluations of Assistant Professors shall be made by the department chair (Chair of the tenured faculty in the College of Education) with the advice of the Faculty Advisory Committee for the initial five years of appointment. Annual evaluations after this time shall be at the option of the individual faculty member with the concurrence of the department chair.

Promotions in rank may be sought, but are not required for continuing employment. College and department criteria for promotion of Professors of Professional Practice shall be established and followed. In such cases, the FAC shall be supplemented by a representative number of Associate and/or Full Professors of Professional Practice in the unit when possible. Time in rank for promotion should follow the standards used for tenure-track faculty, unless an alternative is established in the initial letter of appointment. The process for promotion shall follow that of tenure-track faculty in The Faculty Handbook. However, the Dean will make the promotion recommendation and forward this to Provost for approval and submission to the Board of Trustees. If the promotion is denied at the department or college level, the faculty member may file a grievance according to university policy.

Professors of Professional Practice shall have equity with tenure track faculty in matters of merit and promotion raises. Professors of Professional Practice shall be subject to Professional Review and Development of Tenured Faculty as found in The Faculty Handbook.

Contracts for Professors of Professional Practice shall be from one to three years for Assistant and Associate Professors and three to five years for Full Professors. Renewals will be extended at the university's discretion. There is no limit to the number of renewals.

Professors of Professional Practice may hold committee memberships at all university levels, except where prohibited under The Faculty Handbook. Professors of Professional Practice may hold appointment as graduate faculty. Professors of Professional Practice shall hold full voting rights at the department, college and university level except in matters of tenure and promotion of tenure-track faculty, and recruitment and hiring of tenure track faculty. An academic unit (college or school) may, but are not required, to allow PPPs to participate in an advisory or as voting members in the recruitment and hiring of tenure track faculty. PPPs should participate fully in the recruitment, hiring and promotion of PPPs.

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Approved by Provost Council August 27, 2008.

Approved by Faculty Senate December 1, 2011.

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