

NMSU FACULTY APPOINTMENTS TASK FORCE SUMMARY REPORT

TASK FORCE MEMBERSHIP

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TASK FORCE CHARGE

Make recommendations on the faculty appointment types needed to represent teaching, research, and/or outreach/service activities that may not be adequately covered in existing appointment categories used throughout the NMSU System. You should specifically consider potential need for specialized appointments such as, but not limited to, 'Professor of Practice,' and 'Clinical Faculty,' and make recommendations as necessary. In addition, please consider what appointments would be needed to facilitate interdepartmental or intercollegiate faculty appointments, joint faculty, and faculty affiliates in partnerships with external entities. The Task Force will consult best practices from among our peer institutions to make recommendations and proposals for policy changes/additions.

TASK FORCE APPROACH

The Task Force convened initially to share resources, identify goals and action steps and divide into task-specific subgroups. The starting resources included Shamos' handbook of faculty appointments, UNM academic title matrix and guide, NMSU ARP outline of existing policies. Task Force members agreed on shared values: **maximizing the tools available to meet instructional and research needs** and **valuing faculty contributions** with titles, benefits and opportunities that reflect their critical role across the system all within the context of shared governance.

Subgroups, defined below, with a focus on four broadly defined categories:

- Tenure-Track Faculty Appointments
- Professors of Practice and/or Clinical Faculty Appointments (continuing, non-tenure track faculty)
- Non-Continuing Faculty Appointments
- Research Faculty Appointments

Subgroups then met, established goals and added additional resources (to include additional peer comparisons and relevant literature). Subgroups and the larger Task Force met throughout Spring of 2020, and (using the UNM matrix as a guide) developed an NMSU-specific matrix, to include a number of locally relevant issues and suggestions.

GENERAL RECOMMENDATIONS

The Task Force's complete recommendations for expanded faculty appointment types can be found in **Appendix A**. The Task Force on Faculty Appointments submits the following highlights for consideration:

- Adding a **Professor of Practice** designation within existing NMSU faculty hiring models.
- Revisiting the Faculty Senate delegation to ensure "Research" and "Lecturer" representation.
- Cost analysis to provide a health benefit option for "**Lecturer**" faculty with assignments ranging from .2 to .74 FTE.
- Request a Faculty Senate Task Force to develop criteria and implementation plan to clarify and expand **Distinguished Professor** appointments.
- Development and distribution of a "**Faculty Hiring Guide**" to unit leaders/managers to include a listing of all appointment types, to include both job duty summaries and human resource implications of each type. (Please see a list of examples in Appendix B.)

FOLLOW UP AND OTHER ITEMS TO CONSIDER/REVIEW

University practices related to:

- Contract length for Lecturers (currently referred to as "Temporary")
- Counting of service within the system changing faculty positions
- Eligibility of faculty to receive stipends for additional administrative duties
- Hiring practices (i.e. types of searches for various faculty positions)

Departmental and College practices related to:

- Functions and Criteria documents to reflect new/proposed faculty classifications (Research/College/Tenure-Track, etc.).

POLICY CHANGES & DEVELOPMENT

Highlight/reference/reiterate: 6.50, Faculty Credentials <https://arp.nmsu.edu/6-50/> and 6.41, Joint Appointments <https://arp.nmsu.edu/6-41/>

Amend: 6.03 B.2, Temporary Part Time (Term) Faculty—to enable longer contracts and benefits eligibility <https://arp.nmsu.edu/6-03/>

Amend: 6.35 Part 2, Research Faculty <https://arp.nmsu.edu/6-35/>

Add: 6.35, Professor of Practice

APPENDICES AND REFERENCES

- A. NMSU Faculty Appointments Matrix
- B. Faculty Appointment Guides
 - a. [UNM Faculty Appointments](#)
 - b. [University of Arizona Faculty Affairs](#)
 - c. [UTEP Faculty Appointment Guides](#)