

# Academy of Distinguished Teaching Scholars (ADTS)

NTT Faculty Committee (established in 2012),  
now the FTT Faculty Task Force

Valerie Sponsel, Chair

# **Time-line to new FTT faculty titles and promotion process**

**2014:** NTT Committee conducts focus groups of FTT Faculty

**2015:** Prepares white paper “Moving Towards One Faculty at UTSA”

**2016-2018:** Continues to identify issues experienced by NTT faculty

**2018:** NTT Committee updates white paper and meets with Dr. Espy.

**2018-19:** Committee examines policies and procedures related to NTT faculty at our aspirant institutions, other UT System institutions and other colleges in San Antonio

**2019:** NTT committee was charged with drafting revised policies and guidelines for NTT Faculty in conjunction with Academic Affairs

**2019:** Dr. Shipley sets up **NTT Titles and Promotion Working Group**

# **2020 Recommended changes to HOP**

**HOP 2.02** Faculty Appointments and Titles

**HOP 2.50** Fixed-Term-Track Faculty Recruitment, Evaluation, and Promotion Processes

Working Group prepared a Transition Plan

Also prepared Guidelines for Promotion

# HOP changes were adopted in November 2020

- NTT faculty are now called FTT faculty
- New titles include Professor of Instruction series
- New university-wide process for promotion in place, with packets to be submitted on Jan 31 each year for review during spring semester

# After first round of promotion

**Fall 2021: Almost all FTT faculty got new titles and 120 FTT faculty were promoted**

**2021/22:** FTT Task Force conduct more focus groups. FTT faculty expressed some gratitude for new titles etc., but also confusion about the promotion process

**Fall 2022: 80 more FTT faculty were promoted**

# **2022 Focus Group report submitted to AA**

**Fall 2022:** Working Group was reconvened to recommend some clarifications and small changes to HOP 2.02 and 2.50.

**Fall 2022:** Dr. Shipley and FTT Task Force hold two workshops for promotion-eligible FTT faculty

**March 2023:** Additional updates to HOP 2.02 and 2.50 were approved and adopted.



# Some of the modifications

- Senior Lecturers can be part- or full-time
- There will be college level committees (CRC) for promotion review
- Colleges can set eligibility time-frames for promotion of part-time FTT faculty

# Summary

- This has been a 10-year process
- There has been in-put from many stake holders
- On-going efforts for additional clarification, and to provide peer mentoring and info sessions on how to prepare promotion packets, grant proposals etc.