



**Board of Trustees  
University Affairs Committee  
Faculty of the Future in Review**

Ericka Smith  
Interim Vice Chancellor for Human Resources  
*April 22, 2016*

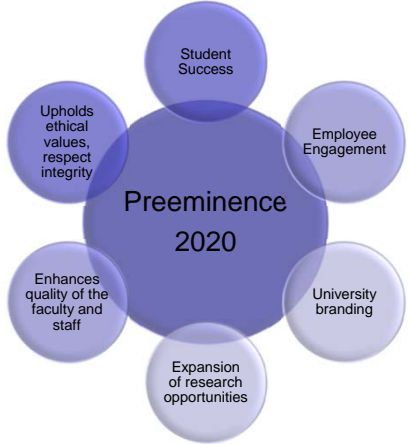


**North Carolina Agricultural and Technical State University**


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### Why “Faculty of the Future?”

**Faculty of the Future ensures credentials are consistent with university Carnegie Classification (Higher Research Doctoral Institutions)**



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## Faculty of the Future

### Outcomes

- Scheduled strategic tenure track personnel planning
- Faculty hires with educational background and skillset commensurate a doctoral higher research institution
- \*Creation of proposed adjunct model/planning

### Startup Packages


- Year 1 teaching load reduction
- Start-up Funds

### New Initiatives

- Uniform baseline credentials
- Mandatory search committee training (i.e., bias training, recruiting, etc.)
- Efficient and effective faculty recruitment system

\*Part-time faculty are not eligible for start-up packages/investments

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**The traits noted below reflect the attributes that NC A&T State University looks for when hiring Assistant Professors, Associate Professors and Professors. The qualifications for each rank builds upon the previous to ensure that we, as an institution, are supporting and sustaining excellence in hiring and retaining faculty members that participate in teaching, research and engagement.**

Assistant Professor

- Professional promise – e.g. signs of scholarly research and/or funded research work, journal articles (publications)
- Credentialing PhD from accredited school in relevant program
- Convincing portfolio of work from a research standpoint
- Has drafted a research plan
- Strong academic record
- Demonstrated teaching experience


Associate Professor

- Evidence of professional success – e.g. a body of scholarly research and funded research work, journal articles (publications)
- Emerging leader in a research expertise or industry area we are seeking to build
- Has a strong research plan for execution and growth
- Demonstrated record of strong, innovative, and relevant teaching
- Willing to teach and do research

Professor

- Professional success – e.g. strong portfolio of scholarly research (e.g., journal articles; sustained record of high extramural funding from diverse sources, etc.)
- Evidence of collegiality and ability to build and lead research teams
- Authority and innovator in a research expertise or industry area we are seeking to build
- Has a well-developed research plan for execution and growth that includes leveraging expertise of existing University faculty

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## Outcomes: Two-year Hiring Comparison

**AY 2014-15**

**N=10**


| Institution Highest Degree Received | Count     |
|-------------------------------------|-----------|
| Capella                             | 1         |
| NCAT                                | 1         |
| UNC                                 | 1         |
| University of Georgia               | 1         |
| University of Missouri              | 2         |
| Walden University                   | 2         |
| Florida State University            | 1         |
| Kansas State                        | 1         |
| <b>Grand Total</b>                  | <b>10</b> |

**AY 2015-16**

**N=22**

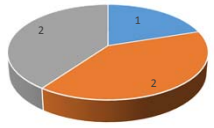
| Institution Highest Degree Received        | Count     |
|--|-----------|
| Carter Crawford Design/NC State University | 1         |
| Chamberlain College of Nursing             | 1         |
| Duke University                            | 1         |
| ECU  | 1         |
| Indiana State University                   | 1         |
| NCA&T                                      | 2         |
| Princeton                                  | 1         |
| Southern Illinois University               | 1         |
| UNC Chapel Hill                            | 2         |
| University of Akron                        | 1         |
| University of Florida                      | 1         |
| University of Georgia                      | 1         |
| University of Nevada                       | 1         |
| University of Phoenix                      | 1         |
| University of Saskatchewan, Canada         | 1         |
| University of South Florida                | 1         |
| University of Texas, Auburn                | 1         |
| Wayne State University                     | 1         |
| <b>Grand Total</b>                         | <b>22</b> |

5

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## Outcomes: AY 2016-17 Current Postings/Vacancies (51)

Professor n=5



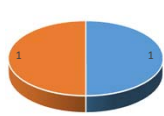
- College of Engineering
- School of Business and Economics
- School of Education

Chair n=12



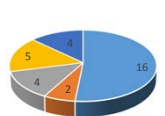
- College of Arts and Sciences
- College of Engineering
- School of Agriculture and Environmental Sciences
- School of Education
- School of Technology

Endowed Professors n=2



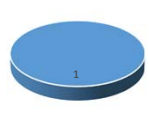
- College of Arts and Sciences
- School of Agriculture and Environmental Sciences

Assistant/Associate Professor n=31




- College of Arts and Sciences
- School of Agriculture and Environmental Sciences
- School of Business and Economics
- School of Education
- School of Technology

Clinical Instructor n=1

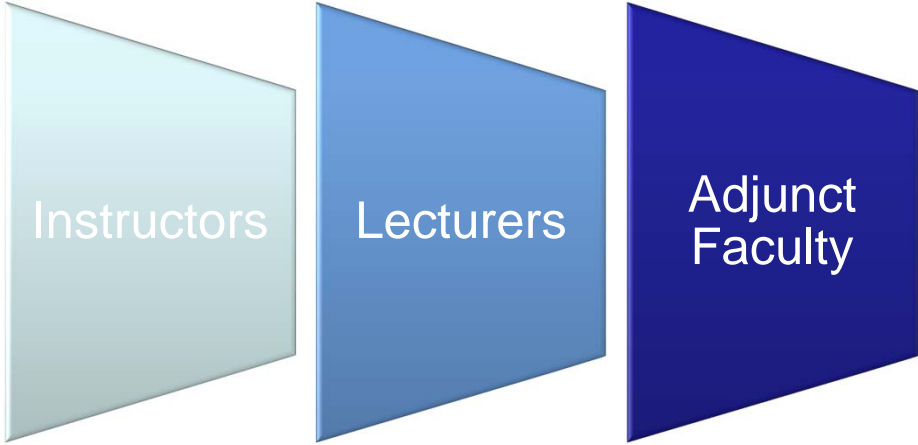


- School of Nursing Clinical Instructor/Assistant Professor


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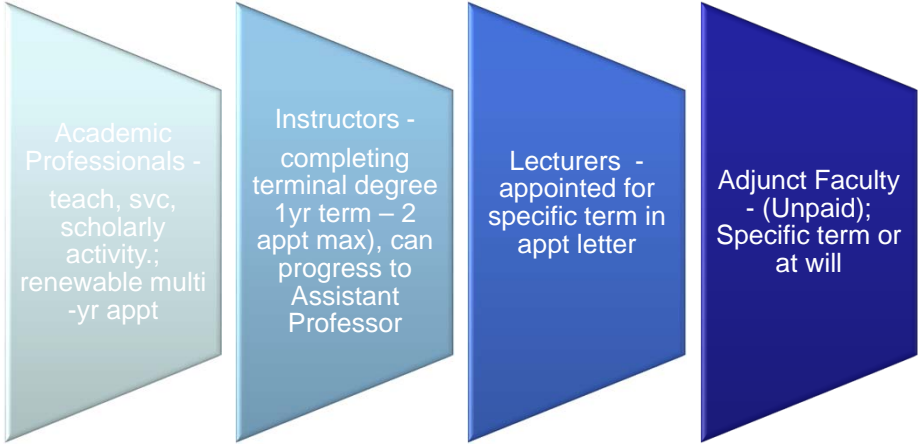
**Outcomes: Current Model of Non-Tenured and Part-time Faculty**




Note: For purposes of this presentation, clinical and visiting professors are not included www.ncat.edu 7

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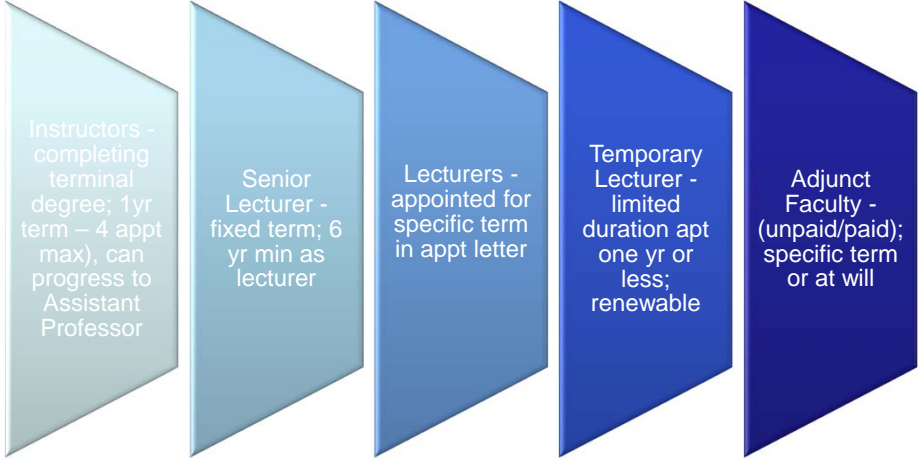
**Outcomes: Models of Non-Tenured & Part-time Faculty UNC-G**



Note: For purposes of this presentation, clinical and visiting professors are not included www.ncat.edu 8


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### **Outcomes: Models of Non-Tenured & Part-time Faculty (UNC)**

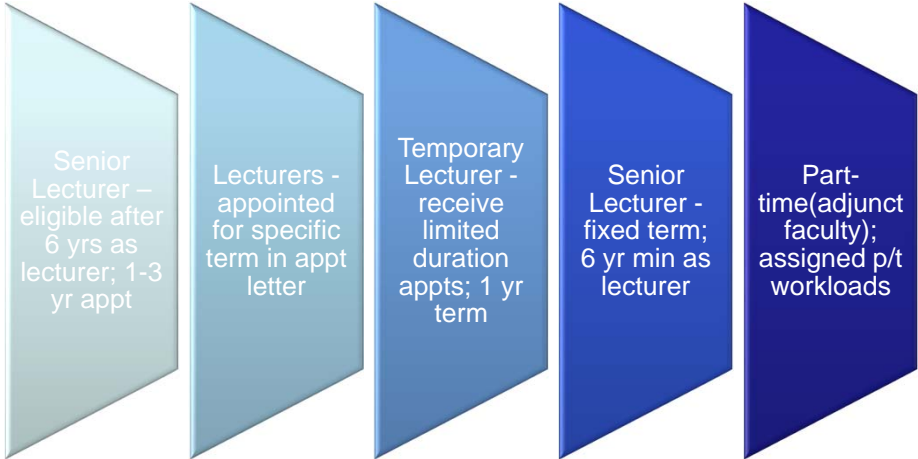


- Instructors - completing terminal degree; 1yr term – 4 appt max), can progress to Assistant Professor
- Senior Lecturer - fixed term; 6 yr min as lecturer
- Lecturers - appointed for specific term in appt letter
- Temporary Lecturer - limited duration apt one yr or less; renewable
- Adjunct Faculty - (unpaid/paid); specific term or at will

Note: For purposes of this presentation, clinical and visiting professors are not included www.ncat.edu 9

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### **Outcomes: Models of Non-Tenured & Part-time Faculty (Clemson)**



- Senior Lecturer – eligible after 6 yrs as lecturer; 1-3 yr appt
- Lecturers - appointed for specific term in appt letter
- Temporary Lecturer - receive limited duration appts; 1 yr term
- Senior Lecturer - fixed term; 6 yr min as lecturer
- Part-time(adjunct faculty); assigned p/t workloads

Note: For purposes of this presentation, clinical and visiting professors are not included www.ncat.edu 10

