

**Weinberg College of Arts and Sciences**  
**2014 Teaching-Track Faculty Titles<sup>i</sup>**  
**Assistant Professor of Instruction**  
**Associate Professor of Instruction**  
**Professor of Instruction**

**Criteria for Appointment<sup>ii</sup> and Promotion<sup>iii</sup>**

**1) Assistant Professor of Instruction**

A PhD, MFA, or other appropriate terminal degree is typically required (for language instruction a Master's degree in an appropriate discipline may be regarded as an appropriate terminal degree if the candidate has significant teaching experience)

For appointment the candidate must possess the following qualifications:

- A record of excellence in teaching which can be demonstrated through some combination of classroom teaching (to include experience as a teaching assistant), research advising, pedagogically-related advising, curriculum development, or innovative pedagogy
- A demonstrable commitment to service and collegiality
- Evidence of a pedagogical, research, or creative agenda
- A record of scholarly achievement appropriate to the field

**2) Associate Professor of Instruction**

A PhD or MFA is typically required (for language instruction a Master's degree in an appropriate discipline may be regarded as an appropriate terminal degree if the candidate has twelve or more years of relevant experience).

The candidate must possess the following qualifications:

- Six years of sustained excellent teaching at the rank of Assistant Professor of Instruction which can be demonstrated through some combination of classroom teaching, research advising, pedagogically related advising, curriculum development, or innovative pedagogical practices
- A record of excellent service to the College or University
- A record of discipline-specific research, pedagogical research, professional development, or creative work appropriate to the field that introduces current knowledge of the candidate's field into the classroom

**3) Professor of Instruction**

A PhD or MFA is almost always required

In addition, the candidate must meet ALL of the following qualifications:

- Six or more years of sustained superlative teaching at the rank of Associate Professor of Instruction which can be demonstrated through some combination of classroom teaching, research advising, pedagogically related advising, curriculum development, or innovative pedagogical practices
- Evidence of superlative service to the College or University
- A record of discipline-specific research, pedagogical research, professional development, or creative work appropriate to the field that introduces current knowledge of the candidate's field into the classroom
- Evidence of excellent pedagogical standing in the field. This can be demonstrated in myriad ways, although it is up to the candidate and the department to make the case. Examples of such recognition may include, but are not limited to, the following: making significant presentations at national conferences and conventions, placing articles in disciplinary or

pedagogical journals, contributing to the production of textbooks or other innovative instructional materials, receiving invitations to serve as an expert in one's field or to make presentations at other institutions of higher learning, serving as a primary research advisor to students who themselves can be shown to be competitive at a national level, or making significant, innovative contributions to the curriculum.

The department's evaluation process may include the solicitation of letters external to Northwestern's community, but this is not a requirement.

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<sup>i</sup> These titles would be available to WCAS, non-tenure line faculty members who have full-time multi-year teaching appointments regarded as 'continuing appointments.' They are not intended for individuals whose duties are not primarily instructional.

<sup>ii</sup> We would expect that any initial appointment at the rank of Assistant-, Associate-, or full Professor of Instruction would have a contract length of two years (6 quarters in service at NU) in order to establish a record of strong teaching and service in Weinberg College. Subsequent appointments typically would be four or five years, depending on rank.

<sup>iii</sup> Early promotion is possible; however, a minimum of six completed quarters of service in Weinberg College will be required prior to application for promotion.