The title of Instructor, Career Track (Non-Tenure Eligible, NTE) is for faculty members whose primary contribution is to the instructional mission of CALS. Instructors are appointed within a CALS academic unit, have all of the privileges and responsibilities of faculty members in the unit, and are evaluated annually in a similar manner as other faculty members in the unit; policies for appointments are included in Chapter 3 of the University Handbook for Appointed Personnel (UHAP). Instructors shall have the rights, remedies, obligations, and duties of other Career-Track faculty (NTE) members, except as specifically stated below and/or are limited by either ABOR policy or by UHAP.

Instructor positions within CALS share some of the same responsibilities as Professors of Practice, Career Track, but differ in the following: Instructors are not assigned a 10% Service expectation; rather, Instructor positions at 1.0 FTE may be assigned a 10% FTE for instructional responsibilities outside of the classroom, e.g., attending regular meetings of the faculty, participation in Faculty Learning Communities, and other professional development opportunities. In addition, while Professors of Practice are often hired following a period during which they have established themselves by expertise and achievements in an academic discipline in CALS, Instructors may be early-career positions. Finally, a faculty member assigned to a Instructor position might be expected to fill a pressing, short-term need for a department, such as filling in for a faculty member on sabbatical or medical leave; these positions are not designed to be long-term instructors of core courses (such instructional appointments would more often be filled by Professors of Practice). Instructors are not expected to provide teacher training or mentoring to fellow faculty; rather, fellow teaching faculty would be expected to mentor Instructors who are at the early stages of a teaching career.

Qualifications for Appointment to Instructor, Career-Track

Instructors are appointed to CALS without additional rank distinction; that is, Instructor refers to both title and rank. The initial appointment will be for one year and, assuming satisfactory performance and continuing departmental need, can be renewed in successive years, in one-year increments. Initial appointment is contingent on completion of a graduate degree in the relevant area of study. Instructors will teach assigned courses in accordance with their contractual agreement and must demonstrate a high level of success in Instruction using metrics outlined in the following paragraph. These positions will utilize teaching strategies that promote a learner-centered instructional environment. Instructors will serve as voting members of the faculty in their units in accordance with UHAP guidance on voting rights for Career-Track faculty.

Instructors will consistently deliver courses with (1) rigorous and engaging pedagogical approaches; (2) observable and measurable student learning outcomes appropriate to their