

## CoLA NTT Promotion Standards

May 5, 2026

Non-Tenure Track (NTT) faculty shall be evaluated for promotion consistent with Article 17 of the NTTFA CBA. The Promotion Committee shall consider NTTs for promotion based on a holistic review of their performance since achieving status as NTT faculty. The criteria for review are listed below.

Eligible NTT faculty must demonstrate a sustained record of excellence in assigned duties based on their workload. Evidence of excellence must include (but is not limited to) the following:

- Annual performance reviews routinely exceeding expectations based on workload assignment (per CBA Article 11);
- A letter of support from the school director;
- At least three teaching observation letters (from directors, peers, or faculty external to the unit);
- Student course evaluations

While NTT faculty shall not be denied promotion based on service not represented on workload, additional evidence of excellence beyond workload assignment may include (but is not limited to) the following:

- Development and/or implementation of innovative teaching methods;
- Student engagement and support, including indirect teaching;
- Awards, honors, and recognitions;
- Research productivity in their respective fields (e.g., journal/book publications; conference presentations, invited panels, etc.);
- Building campus and/or community relations;
- Evidence of school and/or program development;
- Service at the program, school, or university levels