

College of Natural Sciences Senior Teaching Appointment (STA)

The Senior Teaching Appointment (STA) was established in 2011 by the Faculty Council of Colorado State University and formally added to the Faculty and Administrative Professional Manual in sections E.2.1.4 and E.11. The College of Natural Sciences has established the following general guidelines for requirements of employees seeking the Senior Teaching Appointment. The College considers STA individuals eligible to serve on College-wide committees, especially those regarding curricular or teaching matters, as well as any ad-hoc committees as determined by the Dean. Departments are required to include in the departmental code details of the appointment, including specifying voting rights and eligibility to participate on departmental committees. Although the STA is not considered a promotion by the University, but rather a new appointment type, the College does expect the Department to provide a 2% or \$1250 salary (9-mo) increase (whichever is greater) once the appointment is in effect.

Expectations

The minimum requirements for any person seeking consideration of the STA rank are delineated in section E.11 of the faculty staff manual and are reproduced here:

A current Colorado State University employee becomes eligible for consideration for a senior teaching appointment when all of the following conditions have been met:

- a. The person has been employed at Colorado State University other than as a Graduate Assistant at least half-time (0.5) for at least ten (10) semesters (not including summers), and at least fifty (50) percent of his or her assignment was devoted to teaching and advising for each of those ten (10) semesters.*
- b. The person has been employed at Colorado State University other than as a Graduate Assistant at least half-time (0.5) for each of the preceding four (4) semesters (not including summers), and at least fifty (50) percent of his or her assignment was devoted to teaching and advising for each of those four (4) semesters.*
- c. Any additional criteria specified in the codes of the department and/or college are satisfied.*

The College expects that employees seeking the STA appointment will have demonstrated excellence in teaching and student learning, as well as a commitment to Colorado State University. Evidence of this commitment can come in many forms including, but not limited to the following:

- Significant contributions to the educational experiences of students (e.g. participation in curricular matters beyond classroom instruction such as curriculum development, major course revisions, implementation of new or alternate teaching methodologies, etc.)
- Student advising and mentoring
- Service on committees as permitted by departmental codes
- Teaching-related honors and awards
- Engagement or outreach activities

Although an applicant may not have evidence in all of the above categories, the expectation is that he or she will have a body of evidence that addresses the issue of value to the department, college and/or university, with the greatest weight given to sustained teaching effectiveness.