**Instructional Specialists** October 15, 2012

The academic position of "Instructional Specialist" applies only to two-year institutions. But we four-year faculty may want to be aware of it, how it is working, and potential abuses of Instructional Specialists. As I understand, the position was created so that teachers could be hired to cover short-term needs (ex., WeldCo is opening a shop in the area and wants somebody to train a small cohort of welders on a one-time basis.). Problems arise as Instructional Specialists are asked to do, say, 21 credits of 30-student classes. Grievances are already being filed.

On August 6, 2012, **Mike Ditchen** <[MDitchen@BRIDGEMONT.EDU](mailto:MDitchen@BRIDGEMONT.EDU)>

In faculty assembly you spoke about the inappropriate use of Instructional Specialists. You mentioned that Instructional Specialists do not have some of the benefits and protections of traditional faculty. I understand that one issue is that there are no contact hour restrictions on Instructional Specialists. Are there other benefits or protections that we may not be aware of?

**Louis Roy** of WVU Parkersburg has researched and compiled information on Instructional Specialists.

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<http://www.wvup.edu/policies/IV/IV-13E_Instructional_Specialist_Roles_and_Responsibiliti.PDF>

This is from the State CCTC Web site 135-9-3

3.2.6. **Instructional Specialist**: Those faculty members who have been appointed minimally on a  
nine-month basis and an hourly workload. The appointment is for a specified term not to exceed three  
years. The instructional specialist is eligible to receive reappointment to additional terms. No number of  
term appointments shall create any presumption of a right to appointment as a tenure-track or tenured  
faculty. In addition to teaching, instructional specialists will have responsibilities for various academic  
support activities.

3.7. Clinical-track, **instructional specialists**, librarian-track, and term faculty hold appointments that  
are not subject to consideration for tenure, regardless of the number, nature, or time accumulated in such  
appointments.

4.2. All clinical-track, **instructional specialist**, librarian-track, term, and other non-tenure-track  
appointments, as defined in Section 3 of this policy shall be neither tenured or tenure-track, but shall be  
appointments only for the periods and for the purposes specified, with no other interest or right obtained  
by the person appointed by virtue of such appointment

4.5. The **instructional specialist** will be employed minimally on a nine-month basis with an hourly  
work load as determined by the appropriate department or institutional official. The instructional  
specialist may be responsible for the delivery of instruction (both credit and noncredit), providing  
program support, conducting program development, and other administrative tasks determined by the appropriate department or institutional official.

also: Instructional Specialists have the following requirements that term faculty do not have.

Required to work 37.5 hours per week

  Can be assigned a teaching load up to 21 credits per semester

  Required to do the same professional development and advising duties.

  Are limited to serving on one committee (unless waived by dean) per semester.