

Figure 1. NTTF Classification and Rank Criteria

	Instructor Classification	Lecturer Classification	Clinical Professor	Research Assistant Classification	Research Associate Classification	Research Professor Classification
	Teaching and coordination of UO undergraduate program	Teaching and coordination of undergraduate, masters, and doctoral training programs	Clinical instruction (e.g., clinical supervisor) or professionally-related community education/service	Support implementation of research, demonstration, outreach, and technical assistance projects within COE	Lead and/or collaborate in research, demonstration, outreach and technical assistance projects within COE	Independent research, outreach, demonstration, and technical assistance within the COE.
Level 1	Instructor 1. Master's degree or doctorate in program field or related field 2. Appropriate license (if needed) 3. Evidence of expertise in areas required for program (e.g., content area of teaching) 4. Demonstrated teaching and professional expertise in the field as related to position (e.g., teaching courses, presentations)	Lecturer 1. Doctorate in program field or related field 2. Appropriate license (if needed) 3. Evidence of expertise in areas required for program (e.g., content area of teaching, supervision) 4. Demonstrated teaching expertise, advising expertise, and professional expertise in the target field	Clinical Assistant Professor 1. Master's degree or doctorate in program field or related field 2. License and/or certification in appropriate professional field 3. Evidence of professional expertise in areas required for program 4. Demonstrated expertise, effective mentoring, teaching, and/or supervision in clinical/ K-12 educational settings (e.g., having a leadership position in K-12, mentoring graduate students or recent graduates, teaching seminars/ workshops; running support groups) 5. Potential for academic or clinical program leadership and/or coordination (e.g., lead a school/hospital committee, coordinated development of new policy and process for IEP development)	Research Assistant 1. Bachelor's, master's or doctorate in program field or field related to the position 2. Evidence of expertise in areas required for program, grant, or contract (e.g., writing reports for funders, assisting in writing grant applications) 3. Ability to work under supervision for completion of project specific activities	Research Associate 1. Doctorate in program field or related field 2. Expertise in content areas required for program, grant, or contract (e.g., supervision of staff, grant writing and management) 3. Experiences in research activities required for the position (e.g., data collection, research design) 4. Ability to work under supervision for completion of project specific activities	Research Assistant Professor 1. Doctorate in program field or related field 2. Expertise in content areas required for program, grant, or contract procurement (e.g. school psychology, early literacy, item response theory). 3. Documented expertise in research and scholarship (e.g., data collection, research design, data analysis, scholarly publications). 4. Documented expertise in mentoring student research. 5. Record of scholarly contributions to the field through professional products equivalent to assistant professor (e.g., research publications, professional presentations, grant applications) 6. Documented capacity to serve as a principal investigator on internally or externally funded projects.

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Level 2	Senior Instructor I All items from the previous rank and expanded as described below <ol style="list-style-type: none"> 1. Evidence of high quality teaching and professional expertise in the field as related to position (e.g., teaching courses, presentations) 2. Participates in undergraduate education (e.g., program committees) 3. Documents service and/or leadership in the field, college, department, and/or program 4. Documents program coordination or comparable leadership responsibilities and contributions to the undergraduate education program 5. Scholarly contributions to the field as appropriate (e.g., develop and publish teaching or clinical materials, publish in the practice literature, grant applications) 	Senior Lecturer I All items from the previous rank and expanded as described below <ol style="list-style-type: none"> 1. Evidence of high quality teaching and professional expertise in the field as related to position (e.g., teaching courses, presentations) 2. Participates in graduate education (e.g., doctoral committees, research supervision, advising) 3. Documents service and/or leadership in the field, department, college, and/or university 4. Documents program coordination or comparable leadership responsibilities and contributions to the graduate education program. 5. Scholarly contributions to the field (e.g., develop and publish teaching or clinical materials, publications in the practice literature; presentations) 	Clinical Associate Professor All items from the previous rank and expanded as described below <ol style="list-style-type: none"> 1. Evidence of high quality clinical supervision/teaching as related to the position (e.g., practicum supervision performance, supervising supervisors, developing and supervising a specialty clinic) 2. Participates in clinical education (e.g., practicum, clinical methods training) 3. Documents service and/or leadership in program coordination, and/or leadership in the field, community, department, college, and/or university. 4. Scholarly contributions to the field with an emphasis on clinical education (e.g., develop and publish teaching or clinical tools, publish scholarly articles, present at state conference, mentor student clinical research projects). 	Senior Research Assistant I All items from the previous rank and expanded as described below <ol style="list-style-type: none"> 1. Works independently, supervise and monitor completion of project specific activities 2. Demonstrates leadership or service in COE, research/outreach unit, and/or project (e.g., policy decisions, facilitation of committees) 	Senior Research Associate All items from the previous rank and expanded as described below <ol style="list-style-type: none"> 1. Works independently, supervise and monitor completion of specific project activities by others 2. Demonstrates leadership on research projects (e.g., Project Manager, Co-Principal Investigator, Principal Investigator) 3. Demonstrates service and/or leadership, research/outreach unit, and/or college and/or university 4. Scholarly contributions to the field through professional products commensurate with job description (e.g., research publications, professional presentations, grant applications, technical report) 	Research Associate Professor All Items from previous rank and expanded as described below <ol style="list-style-type: none"> 1. Scholarly contributions to the field through professional products equivalent to tenured associate professor (or equivalent)(e.g., research publications, professional presentations, grant applications) 2. Documented service and/or leadership in the field, research or outreach unit, college and/or university 3. Documented program of external funding that funds a portion of FTE as PI or Co-PI status (or equivalent) over an extended period of time

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Level 3	Senior Instructor II All items from the previous rank and expanded as described below <ol style="list-style-type: none"> Active leadership responsibilities in a variety of areas including but not limited to, curriculum development, program development, and program evaluation of the undergraduate education. Widening of the scope of impact and audience of scholarly activities as appropriate (e.g., having a state or national office, develop and publish teaching or clinical materials, publish in the practice literature, write grant applications) 	Senior Lecturer II All items from the previous rank <ol style="list-style-type: none"> Active leadership and expanded as described below responsibilities in a variety of areas including but not limited to, curriculum development, program development, and program evaluation of the graduate education program Widening of the scope of impact and audience of your scholarly activities (e.g., having a state or national office develop and publish teaching or clinical materials, publish in the practice literature, write grant applications) 	Clinical Professor All Items from the previous rank and expanded as described below <ol style="list-style-type: none"> Active leadership responsibilities in a variety of areas (e.g., development and evaluation of the clinical education program, budgeting and staff evaluation in a school/clinic). Widening of the scope of impact and audience of scholarly activities related to or directly impacting clinical education (e.g., having a state or national office; serving on a state board or committee; develop and publish clinical materials, in the practice literature, applying for internal or external awards to support program work) 	Senior Research Assistant II All Items from the previous rank and expanded as described below <ol style="list-style-type: none"> Provides expanded leadership and direction to others in the unit (e.g. supervision) to others on project (e.g., students, other research assistants) 	Senior Research Associate II All Items from the previous rank and expanded as described below <ol style="list-style-type: none"> Documented expanded service and/or leadership in the field, research/ outreach unit, college and/or university (e.g., Director of unit) Widening of the scope of impact and audience of scholarly activities commensurate with job description (e.g., having a state or national office in professional organization, journal editor, editorial board, journals) 	Research Professor All Items from previous rank and expanded as described below <ol style="list-style-type: none"> Scholarly contributions to the field through professional products equivalent to tenured full professor (e.g., research publications, professional presentations, grant applications. Documented service and/or leadership in the field, research or outreach unit, college and/or university at levels commensurate to tenured full professor. Documented program of external funding that funds the majority of FTE as PI or Co-PI status (or equivalent) over an extended period of time (e.g. 3-5 years)