

Lehigh Faculty Senate Meeting of 04/05/2019

Appendix 7

Email from Professor Bob Duquette circulated by Professor Heibatollah Sami

From: **Bob Duquette** <[red209@lehigh.edu](mailto:red209@lehigh.edu)>  
Date: Tue, Apr 2, 2019 at 7:51 PM  
Subject: Professor of Practice - Senate proposal Regarding the new title  
To: Sami Heibatollah <[hes205@lehigh.edu](mailto:hes205@lehigh.edu)>

Sami

As requested, specifically in regard to the Senate proposal to create a new title of Senior Professor of Practice after 10 years of teaching experience at Lehigh, I'm summarizing below what I recall the CBE POP concerns were as expressed in our POP meeting with Paul on March 7th.

- 1) As currently defined, it appears that teaching experience at other institutions or even in corporate environments in previous employment, would not be reconsidered. That seems unreasonable and unfair.
- 2) What is the tangible benefit of the title?
- 3) If the response to item 2 is that there are intangible benefits to such title, such as prestige, rank, expectation of higher level of respect, etc, then why not grant that title to appropriate POPs when they're hired, as well as grandfather those that qualify based on a package of skills they bring—teaching ability (as demonstrated at previous employment, in the oral interviews, and in prior student evaluations from previous academic institutions); experience in industry; actual knowledge; enthusiasm; and collegiality. Another way to say it, the title would be part of the negotiation package in hiring POPs, similar to the evaluation done for PhDs applying, i.e. as to whether they should come in as full professor or associate professor or assistant professor.
- 4) I recommend item 3 be seriously considered, and grandfather the appropriate current POPs soon. Although I suspect for that to happen, the metrics would have to be identified and approved. Accordingly, until that is done, perhaps the current proposal regarding the new title should be tabled?