

Restructuring Faculty Ranks Version 16

This proposed change to R&P is a Faculty Subcommittee of the Senate work-in-progress. Please send any corrections, additions, criticisms, or comments to Frank R. Gunter, frg2@lehigh.edu.

Current R&P Text

2.12: Professor of Practice:

“Individuals will be appointed professor of practice for term appointments of one to five years, with the approval of the department voting faculty, the appropriate dean, and the provost. There are no rank differentials within the professor of practice title. *Because of their prior occupational experience, professionals appointed to these positions add instructional value to university programs, enhance the research or professional missions of their departments, and/or permit the university to expand its course offerings, often in cutting-edge areas.*”

“Professors of practice are not required to fulfill the integrated role of teaching, research and scholarship, and service provided by tenured and tenure-track faculty, though some professors of practice may have responsibilities in each of these areas. In addition, as faculty members, professors of practice are distinguished from administrative staff and must fulfill teaching and/or scholarly responsibilities in addition to any administrative service. They may serve as principal academic advisors to undergraduate and master’s students, direct academic programs, serve on department and program committees, and provide other service consistent with their expertise and academic credentials. A professor of practice who has a doctoral degree may serve on a doctoral committee with the written approval of the college dean but may not serve as committee chair (see 3.23.3).”

“Appointments are not tenurable and may be renewed for specified terms. Appointments and reappointments are considered by the provost upon recommendation by the voting faculty of a department and the dean.”

“Reappointments are based on performance and a continuing need. Notice of reappointment or non-reappointment shall be given, whenever possible, at least four months before the terminal date of the appointment. The department chair and/or appropriate college dean shall provide the professor of practice with an annual performance assessment, which may be coordinated with salary review. An assessment of unsatisfactory performance may result in termination prior to the end of the appointment.”

“Professors of practice are not voting members of the university faculty. They may not be elected to university faculty standing committees. They also may not be elected to college standing committees, although they may be invited to participate as non-members on such committees. As discussed above, professors of practice may provide service to the department/program but they may not participate in appointment, reappointment, and tenure/promotion decisions.”

Data

	2008 Total	2008 Percent	2018 Total	2018 Percent
Professors	208	47%	190	36%
Associate	106	24%	157	30%
Assistant	94	21%	107	20%
Professor of Practice	29	7%	66	13%
Instructor	0	0%	0	0%
Lecturer	6	1%	5	1%
Total	443	100%	525	100%

Proposed Faculty Rank Structure

Proposed R&P 2.2.1 Preamble

There are six categories of faculty: tenure and tenure track, research, teaching, professor of practice, visiting, and adjunct.

1. **University faculty: tenured and tenure track*** (professors, associate professors, assistant professors, and instructors) denotes a full-time faculty member who engages in and is evaluated for promotion, tenure, and compensation on the basis of excellence in teaching, research and scholarship, and service. (See R&P 2.2.5)
2. **Research faculty**** (professors, associate professors, and assistant professors) denotes a full-time faculty member who performs service and may periodically teach but whose dominant activity is research. Research faculty can be funded externally (e.g. soft money grants) or internally. Externally funded research faculty will receive contracts appropriate to the characteristics of their funding. Internally funded research associate professors will receive a rolling three-year employment contract. Internally funded research professors will receive a rolling five-year employment contract.
3. **Teaching faculty**** (professors, associate professors, and assistant professors) denotes a full-time faculty member who performs service and may periodically do research but whose dominant activity is teaching. Teaching associate professors will receive a three-year rolling employment contract. Teaching professors will receive a rolling five-year employment contract.
4. **Professors of practice***** denotes a full-time faculty member *who has prior non-academic occupational experience that adds instructional value to university programs*. Full-time

professors of practice are limited to a total of five years. In order to stay on the Lehigh faculty for more than five years, professors of practice must either demonstrate currency in their field or transition to the university, research, or teaching faculty.

5. **Visiting faculty** (professor, associate professor, assistant professor, and instructor) denote a full-time faculty member whose initial academic appointment is one year or less. This appointment may be renewed. However, in order to stay on the Lehigh faculty for more than two years, such persons must transition to university, research, or teaching faculty. (See R&P 2.2.3)

6. **Adjunct faculty** (professor and instructor) receive a part-time appointment that may not exceed one year. Such part-time appointments may be renewed. However, renewal carries no implication of commitment by the university beyond the appointment term. (See R&P 2.2.3)

All lecturers (R&P 2.9) will either transition to the appropriate teaching faculty rank or receive a terminal contract. R&P Section 2.9 will be deleted.

The total of full-time faculty who are neither tenured nor tenure track (research faculty, teaching faculty, and professors of practice) will be 20% or less of all faculty (tenured or tenure track faculty, research faculty, teaching faculty, and professors of practice). The Provost will administer non-tenure track positions to ensure that the University doesn't exceed the 20% ceiling. If unexpected circumstances lead to or are expected to lead to a breaching of the ceiling, the Provost will immediately contact the Senate Executive Committee with a short-term plan to return to 20% or less.

In the case where a potential non-tenure track person is expected to have both substantial teaching and research responsibilities, there will be a memorandum of understanding that clearly notes – based on preponderance of effort - whether the person is to be a member of the teaching or research faculty.

*The rank of tenure track university instructor is reserved for persons who are working towards a terminal degree or equivalent professional certification in their fields and who are expected to complete degree/certification requirements within two years. Tenure track instructors must be promoted to the rank of assistant professor within three years of the date of initial appointment or else not be reappointed for a fourth year. Initial appointment at one of the tenure or tenure track professor ranks is appropriate for persons holding a terminal degree or equivalent professional certificate. In the absence of this, equivalent scholarship may be recognized. Persons who hold a terminal degree or equivalent professional certification may not be appointed as tenure track instructors. (See R&P 2.2.3)

**It is expected that research and teaching faculty will spend a minimum of five years as Assistant Professors before being eligible for promotion to Associate Professor. And it is

expected that research and teaching faculty will spend a minimum of seven years as Associate Professors before being eligible for promotion to Full Professor.

*** Professors of practice who have a current contract with Lehigh for a regular semester (excluding summer or mid-winter programs) when this proposal is approved by the University faculty will have the option of remaining professors of practice. These grandfathered professors of practice will not be subject to the five-year limit and will not be eligible for rolling contracts. However, they may voluntarily seek transition to teaching or research faculty positions.

Table 1: Appointments/Contracts Summary

<i>Type of faculty</i>	<i>Prof</i>	<i>Assoc Prof</i>	<i>Assist Prof</i>	<i>Instructor</i>
University: tenured and tenure track	Tenure	Tenure	Tenure track	Max 3 years
Research (Internal funding)	Rolling: 5 year	Rolling: 3 year	1-3 years with possible extension	NA
Research (External funding)	Consistent with funding	Consistent with funding	Consistent with funding	NA
Teaching	Rolling: 5 year	Rolling: 3 year	1-3 years with possible extension	NA
Professors of Practice	Max 5 years	NA	NA	NA
Visiting	Max 2 years	Max 2 years	Max 2 years	Max 2 years
Adjunct (Part-time)	1 year with possible extensions	NA	NA	1 year with possible extensions