

*Proposal to Revise
Faculty Ranks at Lehigh*
University Faculty Meeting

4 November 2019

Faculty Subcommittee of the Senate

Chairman: Frank R. Gunter PhD

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Senate Faculty Subcommittee

- Kelly Austin CAS
- Liang Cheng RCEAS
- Minyi Dennis CoE
- Bridget Dever CoE
- Frank R. Gunter (Chairman) CoB
- Ziad Munson CAS
- Jennifer Swann CAS

Motivations for Revising Faculty Ranks

1. An estimated 50%-90% of current Professors of Practice (PoP) fail to meet current R&P 2.12 standards
 - PoP's "prior occupational experience...add instructional value to university programs"
2. We are losing or expect to lose good PoP
 - Lack of promotion opportunities, failure to recognize contributions
 - Perception of being "second class citizens" at Lehigh
3. PoP expressed need for increased job security
4. As a result of rapid technological change and the changing economics of higher education, Lehigh must evolve or die
 - Need for greater flexibility in faculty ranks and promotion

Proposed Lehigh Faculty Structure

- University faculty (professor, associate, assistant, instructor)
 - Teaching, research and scholarship, and service
 - Tenure track
- Research faculty (professor, associate, assistant, instructor)
 - Dominant activity is research, performs service, and may teach
 - Rolling contracts for internally funded professors and associate professors
- Teaching faculty (professor, associate, assistant, instructor)
 - Dominant activity is teaching, performs service, and may do research
 - Rolling contracts for professors and associate professors
- Professors of Practice (professor)
 - Prior occupational experience adds instructional value
 - In five years must demonstrate currency in field or transition to teaching or research faculty
 - Possibly a grandfather clause for current PoP
- Visiting faculty (professor, associate, assistant, instructor)
 - Maximum two years
- Adjunct faculty (professor, instructor)
 - Part-time only
- Lecturers (Category eliminated, transition to teaching or research faculty)

Proposed Faculty Ranks and Contracts

	Full Prof	Assoc Prof	Assist Prof	Instructor
University	Tenure	Tenure	Tenure Track	Max 3 years
Research (Internal funding)	Rolling: 5 year	Rolling: 3 year	1-3 years with possible extension	Max 3 years
Research (External funding)	Consistent with funding	Consistent with funding	Consistent with funding	Consistent with funding but max 3 years
Teaching	Rolling: 5 year	Rolling: 3 year	1-3 years with possible extension	Max 3 years
Professors of Practice	Max 5 years*	NA	NA	NA
Visiting	1 year with possibility of one-year extension	1 year with possibility of one-year extension	1 year with possibility of one-year extension	1 year with possibility of one-year extension
Adjunct	1 year with possible extensions	NA	NA	1 year with possible extensions

* 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. Possibly a grandfather clause for current professors of practice.

Contract Issues

- Rolling contracts – proposal is three years for associates and five years for full professors unless externally funded
 - Three-year rolling contract: every year, contract is either renewed for another year or a notice of termination in two years is given. Therefore, faculty on three-year rolling contract never has less than two years until termination; faculty on five-year rolling contract never has less than four years until termination.
 - Of course, failure to carry out terms of MOU or contract may lead to immediate end of rolling contract.
 - Such contracts are very controversial and may be opposed by administration or board of trustees.
- Research faculty funded externally will receive contracts consistent with funding e.g. research faculty working on two year external grant will receive two year contracts.
- Length of contracts for teaching and research assistant professors or instructors will be for a maximum of three years as determined by appropriate dean.
- Length of contract for PoP will be for a maximum of five years as determined by appropriate dean
- Should Lehigh extend possible contracts for visiting faculty to 3 years?

Ceiling on Non-Tenure Track Faculty

- Version 9 of proposal reads: “The total of non-tenure track faculty (internally funded research faculty, teaching faculty, professors of practice, and adjuncts) will be 25% or less of all faculty (total faculty less externally funded research faculty). The Provost will administer non-tenure track positions to ensure that the University doesn’t exceed the 25% ceiling. If unexpected circumstances lead to or are expected to lead to a breaching of the 25% ceiling, the Provost will immediately contact the Senate Executive Committee with a short-term plan to return to 25% or less.”
- Should adjuncts – a part time position – be evaluated on basis of body count or FTE?
- Should visiting faculty be included in ceiling?

Discussion