

Restructuring Faculty Ranks at Lehigh

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Why Create New Faculty Ranks at Lehigh?

1. At least 50% of current Professors of Practice (PoPs) fail to meet current R&P 2.12 standards
 - PoP's "prior occupational experience..."
2. We are losing or expect to lose good PoPs
 - Lack of promotion opportunities, failure to recognize contributions
 - Perception of being "second class citizens" at Lehigh
 - Need for increased job security, voting rights
3. 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
 - Need to provide quality teaching in undergraduate introductory courses

Fundamentally Unchanged

- **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 excellence in teaching, research and scholarship, and service. (See R&P 2.2.5)
- **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)
- **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)

New Faculty Categories

- **Research faculty** (research professors, research associate professors, and research assistant professors) denotes a fulltime 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. (See R&P 2.14.)
- **Teaching faculty** (teaching professors, teaching associate professors, and teaching assistant professors) denotes a fulltime faculty member who performs service and may periodically do research but whose dominant activity is teaching. (See R&P 2.13.)

Promotion Process & Contracts for New Faculty Categories

<i>Type of Faculty</i>	<i>Full</i>	<i>Assoc</i>	<i>Assist</i>
Research (Internal funding)	Rolling: 5 year	Rolling: 3 year	1-3 years with possible extension
Research (External funding)	Consistent with funding	Consistent with funding	Consistent with funding
Teaching	Rolling: 5 year	Rolling: 3 year	1-3 years with possible extension

- Teaching/research faculty will spend a minimum of five years as assistant teaching/research professors before being promoted to associate teaching/research professor.
- Teaching and research faculty will spend a minimum of seven years as Associate teaching/research professors before being eligible for promotion to full teaching/research professor.
- Associate teaching & internally-funded research professors will receive three year rolling employment contracts
 - Every year, they will either receive a one-year extension or notice that their contract is terminated in two years.
- Full teaching/research professors will receive five year rolling employment contracts.
 - Every year, they will either receive a one-year extension or notice that their contract is terminated in four years.

Eliminated

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

Substantially Modified

- **Professors of practice**** denotes a full-time faculty member *who has prior non-academic occupational experience that adds instructional value to university programs.*
- Professors of practice contracts 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 research or teaching faculty.
- After five years of cumulative full-time service as a professor of practice at Lehigh, a professor of practice will be eligible for rolling employment contracts. The length of the rolling employment contract is determined by the dean in consultation with the appropriate department's associate and full professors, but will not exceed 5 years.
- After twenty regular semesters of cumulative full-time service as a professor of practice at Lehigh, a professor of practice may receive the title of "Senior Professor of Practice" upon a department or program's recommendation and the dean's approval.

PoP Grandfather Policy

- Professors of practice who have an active employment contract when these changes pass all levels of approval may choose to be grandfathered or may request to transition to research or teaching faculty.
- Grandfathered professors of practice will not be subject to the requirements of PoPs as revised in R&P 2.12.1.
- The transition process is initiated by a letter from the professor of practice to their dean (copies to appropriate department chair and provost). After consultation with the tenured members of the relevant department, the dean will notify the professor of practice in a timely manner whether this transition request is accepted or not.
- If the faculty member's transition request is not accepted, a grandfathered professor of practice may continue to serve as a professor of practice as defined in their current contracts for the remainder of their contracts. Once the current contract is expired, they may continue as professors of practice if they demonstrate currency and meet the requirements of PoPs as revised in R&P 2.12.1.

Voting Rights

- Teaching/research faculty at the full or associate professor levels as well as professors of practice who have spent six or more cumulative semesters at Lehigh have the right to vote on Department, College, and University issues, including Department and College elections and changes to Section 3 of R&P, and on curriculum issues in their department and college.
- Teaching and research faculty at the full or associate professor levels may participate in hiring and promotion decisions of teaching or research faculty at or below their rank consistent with their employment contracts and their college's rules on such activities. Teaching and research faculty at the full or associate professor levels are eligible to serve on all college and university committees subject to the specific R&P guidance on committee membership and consistent with their employment contracts and their college's rules on such activities.

Ceiling on Non-Tenure Track Faculty

- The total of full-time faculty who are neither tenured nor tenure track (research faculty, teaching faculty, and professors of practice) will be 23% 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 23% 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 23% or less.