

## **Proposed Changes for Professors of Practice**

### **Current Language:**

#### **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.

## First Reading

### Proposed Changes to 2.12 (See note 1 below)

#### 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. Appointments are not tenurable and may be renewed for specified terms.

Professors of practice fulfill an integrated role of teaching, research/scholarship, and service similar to that provided by tenured and tenure-track faculty, but they devote at least 50% of their effort to teaching-related activities. They may serve as principal academic advisors to undergraduate and master's students, serve on department and program committees, direct academic programs, 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 but may not serve as committee chair (see 3.23.3).

Professors of practice may not vote on appointment, reappointment, and tenure/promotion decisions of tenure-track faculty, but should vote on matters related to curriculum and hiring other professors of practice within a department or program.

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.

After 10 years of accumulated full-time service at Lehigh, a professor of practice may advance to "senior professor of practice" with a department's (and/or program's) recommendation and the dean's approval.(see note 2 below)

#### Notes:

1. Please review the Professor of Practice Committee Final Report (6/20/18) available on the Lehigh University Faculty Senate Website for a complete rationale and background to these proposed changes.
2. University Human Resources will be approached to determine whether it is possible to provide rolling contracts for senior professors of practice.