

Restructuring Faculty Ranks Version 9.0

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.

R&P 2.2.1 Preamble

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

1. **University faculty*** (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. University faculty are tenure track. (See R&P 2.2.5)
2. **Research faculty**** (professors, associate professors, assistant professors, and instructors) 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, assistant professors, and instructors) 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. These appointments may be renewed. However, in order to stay on the Lehigh faculty for more than two years, such persons must transition to the 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)

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.

*The rank of 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. University 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 university 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 university instructors. (See R&P 2.2.3)

**The ranks of research instructor, teaching instructor, or adjunct instructor are reserved for persons who are working towards appropriate qualification in their field and who are expected to complete certification requirements within two years. Research, teaching, or adjunct instructors must be promoted to the rank of research or teaching assistant professor or adjunct 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 research, teaching, or adjunct university professor ranks is appropriate for persons holding the appropriate qualification.

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.

Table 1: Appointments/Contracts

	<i>Prof</i>	<i>Assoc Prof</i>	<i>Assist Prof</i>	<i>Instructor</i>
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.