

2.12.1 PoP Appointment and Reappointment Stops at Dean

(1) PROPOSED NEW TEXT

2.12 Professor of Practice

2.12.1 Professor of Practice Contract Terms, Titles, and Responsibilities (October 7, 2025)

Individuals will be appointed professor of practice for term appointments of one to five years, with the approval of the department's voting faculty and the appropriate dean. Initial appointments and reappointments are not tenurable and may only be renewed for specified terms. Appointments and reappointments are considered by the dean upon recommendation by the voting faculty of a department.

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.

Full-time professors of practice are limited to a total of ten cumulative regular semesters. In order to stay on the Lehigh faculty for more than ten cumulative regular semesters, professors of practice must either demonstrate currency in their field or transition to the research or teaching faculty. (See R&P 2.12.1 and 2.13.1) If the standards for currency are not defined in the professor of practice's memorandum of understanding or employment contract, such standards will be developed by the dean in consultation with the appropriate department's associate and full professors.

After ten regular semesters of cumulative full-time service as a professor of practice at Lehigh, notice of reappointment or non-reappointment shall be given at least twelve months before the terminal date of the appointment. The length of the 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. A senior

professor of practice shall be given notice of reappointment or non-reappointment at least eighteen months before the terminal date of the appointment. The length of the employment contract is determined by the dean in consultation with the appropriate department's associate and full professors but will not exceed 5 years.

The voting rights of professors of practice are stated in R&P 2.2.2.2. Professors of practice 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.

(2) PROPOSED NEW TEXT WITH MARKUP

2.12 Professor of Practice

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Individuals will be appointed professor of practice for term appointments of one to five years, with the approval of the department's voting faculty **and**, the appropriate dean, ~~and the provost~~. Initial appointments and reappointments are not tenurable and may only be renewed for specified terms. Appointments and reappointments are considered by the **dean** ~~provost~~ upon recommendation by the voting faculty of a department ~~and the dean~~.

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(3) ORIGINAL TEXT

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(4) EXPLANATION FOR NEEDED CHANGE

The current process for appointing and reappointing Professors of Practice stops at the Provost. It is sufficient for this process to stop at the Dean, which also brings it in line with what happens for other term faculty (teaching-track and research-track faculty).

(5) EXPLANATION FOR WHY CHANGE ADDRESSES ISSUE

In the new text, the appointment and reappointment process for PoPs stops at the Dean.

(6) PROPOSAL HISTORY

- Larry Snyder (DPFA): proposed revision

(7) PROPOSED IMPLEMENTATION DATE

First read November 2025, second read December 2025, full faculty vote spring 2026, BoT May 2026.

(8) IMPACTS ON OTHER PARTS OF R&P

None.