Proposed Changes to Professor of the Practice Title

Motivation:

We currently have a 5-year limit on Professor of the Practice appointments. In many A&S fields, having this term limit constrains the potential impact of outstanding practitioners. We want to provide more flexibility for these appointments by basing decisions about renewal of their contracts on the quality of their work, and not on an administrative term limit.

Item needing a vote: Change to the text of the Bylaws of the Faculty of the College of Liberal Arts and Jackson College Article I

Current Wording:

The title professor of the practice shall be held by a person whose accomplishments are principally in the nonacademic venues and whose expertise complements the educational and scholarly work of the tenure-stream faculty. The initial terms of the appointment will vary between one semester and three years and may be renewed, but the appointment may not continue beyond five years. Professors of the practice may not become lecturers any time after the end of their five years.

Proposed changes:

The title professor of the practice shall be held by a person with eminent accomplishments in his/her field and whose expertise complements the educational and scholarly work in his/her department or program. The initial terms of the appointment will vary between one semester and three years and may be renewed. An individual holding an “of the Practice” appointment for a total period exceeding three years is expected to maintain active involvement in the profession. Professors of the practice can hold either full-time or part-time appointments. Professors of the Practice are not eligible for tenure in the School of Arts & Sciences.
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FOR YOUR INFORMATION ONLY:

Proposed change to the A&S Faculty Handbook

Chapter 2 (Faculty Appointments>Academic Ranks and Titles>Professorial Ranks>Modified Professorial Ranks)

Current Wording:

Practice Faculty (School of Arts and Sciences). "Professors of the practice" are individuals whose accomplishments are principally in the nonacademic venues and whose expertise complements the educational and scholarly work of the tenure-track faculty. Professors of the practice are not eligible for tenure. A full-time appointment to this position may not continue beyond five years. Such a professor may not be reappointed to any faculty position at the end of his/her five-year term. The expectation is that these faculty members will have a significant on-campus presence. The extent to which these faculty members participate in departmental or program affairs will be left to the discretion of the departments.

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As stated, the ranks of professor, associate professor, and assistant professor may be modified by "research," "emeritus" or "emerita", "visiting," "practice," or "adjunct." Faculty members with such modified titles are not eligible for tenure. Faculty members with modified titles, with the exception of full-time professors of the practice in the School of Engineering, are not voting members of the faculty.

Proposed changes:

Practice Faculty (School of Arts and Sciences). The title professor of the practice shall be held by a person with eminent accomplishments in his/her field and whose expertise complements the educational and scholarly work in his/her department or program. The initial terms of the appointment will vary between one semester and three years and may be renewed. An individual holding an "of the Practice" appointment for a total period exceeding three years is expected to maintain active involvement in the profession. Professors of the practice can hold either full-time or part-time appointments. Professors of the Practice are not eligible for tenure in the School of Arts & Sciences. The expectation is that these faculty members will have a significant on-campus presence. The extent to which these faculty members participate in departmental or program affairs will be left to the discretion of each academic unit.

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As stated, the ranks of professor, associate professor, and assistant professor may be modified by "research," "emeritus" or "emerita", "visiting," "practice," or "adjunct." Faculty members with such modified titles are not eligible for tenure. Faculty members with modified titles, with the exception of full-time professors of the practice in AS&E, are not voting members of the faculty.
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Proposed changes to language in Faculty Handbook

**Proposed additions/changes in bold and underlined below**

Contract Review and Renewal Procedures for Nontenure-Track Faculty Members
All nontenure-track faculty members are on renewable or nonrenewable term contracts. If the appointment is renewable, the department or program conducts a review for contract renewal.

Review Procedure for Full-Time, Nontenure-Track Faculty Members and Part-Time Professors of the Practice

1. In the fall, the dean's office informs the department chair or program director via memorandum that a contract review and recommendation must be sent to the dean’s office. This is required for all nontenure-track faculty members whose contract termination date and terms require a recommendation during the current academic year. (A review and recommendation are not required if the faculty member has a nonrenewable contract.)

2. The tenured and tenure-track members of the department or program, and full-time lecturers who have direct supervisory oversight of the program, meet formally to review the faculty member's activities and vote whether to recommend renewal of the contract. The department chair or program director sends the dean a report, signed by all of the faculty members who voted, conveying the recommendation and detailing the discussion. This is not intended to be a lengthy report, but it should contain a brief evaluation of the faculty member's accomplishments in the areas of teaching, advising, and service; and should be accompanied by a current curriculum vitae. For professors of the practice, please include evidence that the faculty member maintains active involvement in the profession. Evidence could include confidential letters solicited from practitioners in your department, program, or field. If the department or program wants to increase the contract length for a non-tenure track faculty member, a recommendation should be made at this time. The department’s or program’s written evaluation is a confidential document and should not be shown to the candidate.

3. The department chair or program director should assemble the following additional documentation.
   a. A list of courses taught and enrollments in these courses
   b. A numerical summary of student course evaluations
   c. A summary of written comments on student course evaluations
   d. Any available information on advising performance

4. The dean informs the department chair or program director, usually one month before the notification deadline, of his/her recommendation. (If the dean's recommendation is contrary to that of the department or program, the dean consults with the department chair or program director before making a recommendation.)

5. When the above procedures are completed, the department chair or program director informs the candidate of the decision.

6. The procedures for renewal and nonrenewal, respectively, are as follows.
   a. In the event of renewal, the dean's office sends a reappointment contract to the candidate at the appropriate time.
   b. In the event of nonrenewal, the candidate must be given written notice in accord with university nonrenewal deadlines.
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i. Not later than March 1 of the first academic year of service in the university if the appointment terminates at the end of that year; or, if an initial one-year appointment terminates during the academic year, not later than three months prior to the date of its termination.

ii. Not later than December 15 of the second academic year of service in the university if the appointment terminates at the end of that year; or, if an initial two-year appointment terminates during an academic year, not later than six months prior to the date of its termination.

iii. Not later than twelve months prior to the date of termination of an appointment if it terminates subsequent to the completion of more than two years of service in the university.

The dean and chair or program director determine who will convey the outcome to the candidate.