Proposal on Faculty Titles: Professor of Practice Teaching Professor

ACADEMIC AFFAIRS COMMITTEE

SYRACUSE UNIVERSITY SENATE

Today's Discussion

- Why are changes to the Faculty Manual needed?

- Where are we in the process of reform?

- What is the timetable moving forward?

Why Update the Faculty Manual?

1. **LACK OF RECOGNITION & CONSISTENCY:** There is no formal recognition in the Manual for non-tenure-track, full-time (NTFT) faculty positions. Guidelines for Professor of Practice are not consistently applied.

Why Update the Faculty Manual?

Non-tenure, full-time professors whose primary appointment is instructional **do not exist**.

Current text from Faculty Manual lists ONLY these non-tenure-track, full-time faculty in Section 2.1 Faculty and Academic Staff:

Professor of Practice
Research faculty
Faculty fellow or post-doc
Visiting professor or scholar

Why Update the Faculty Manual?

Professor of Practice positions **are limited** to persons with significant professional experience, but this limitation unevenly applied across campus.

From the Faculty Manual: Professors of Practice are distinguished professional practitioners whose presence on campus and in the classroom connect the University community to valuable expertise and professional publics.

Enormous **variation** in profiles of people appointed using PoP title:

Recent SU Ph.D appointed Professor of Practice (no industry experience)
Professional + Ph.D, 26 years experience, appointed Professor of Practice

⟶ **Both appointed PoP by same College in 2015.**

Why Update the Faculty Manual?

1. **LACK OF RECOGNITION & CONSISTENCY**

2. **INADEQUATE POLICIES & PROCEDURES:** We have placed people into positions without standard policies and procedures for an employment relationship. There are no guidelines in the Manual for length of contract, norms for hiring and dismissal, and promotion possibilities.

Why Update the Faculty Manual?

1. **LACK OF RECOGNITION & CONSISTENCY**

2. **INADEQUATE POLICIES & PROCEDURES**

   Text from Faculty Manual:

   2.28 Non-Tenure Track Faculty

   Promotion of rank is available for non-tenure track faculty under certain situations and at the discretion of the school/college.

   2.39 Nonrenewal of Appointments - Full-time non-tenure track faculty

   For full-time non-tenure track faculty, notice of conditions of employment will be communicated in appointment and reappointment letters.

Why Update the Faculty Manual?

1. **LACK OF RECOGNITION AND CONSISTENCY**

2. **INADEQUATE POLICIES & PROCEDURES**

3. **RELEVANCE and FAIRNESS:** Many colleagues fall into the "black hole" and the number is likely to rise.

Why Update the Faculty Manual?

Women Full Time & Non Tenure Track (NTFT)				Men Full Time & Non Tenure Track (NTFT)	
Title	Count			Title	Count
Lecturer	3			Lecturer	1
Instructor	10			Instructor	3
Assistant Professor	29			Assistant Professor	29
Associate Professor	5				
Professor	1			Professor	3
Director/Sr. Dean/Professor	2				
Total Women NTFT Teaching Professors	50			Total Men NTFT Teaching Professors	36
Assistant Professor of Practice	10			Assistant Professor of Practice	21
Associate Professor of Practice	1			Associate Professor of Practice	4
Associate Dean/Professor of Practice	2			Associate Dean/Professor of Practice	3
Professor of Practice	12			Professor of Practice	24
Total Women Professor of Practice	25			Total Men Professors of Practice	52
Total Women NTFT	75			Total Men NTFT	88
		Total NTFT = 163			

Where are we in the process of reform?

1. AAC has studied these issues for three years, expanding from PoP to other NTFT professors.

2. AAC proposed new title descriptions for Faculty Manual in Spring 2015. This document is posted on Senate Website, AAC tab.

3. We are currently seeking consultation and input across campus.
   ◦ Open mailbox to receive your input.
   ◦ Soliciting direct input through outreach to Associate Deans and Faculty Councils.

What is the timetable moving forward?

November 4 – December 17	Comment and Consultation Period; Input from Deans and Faculty Councils
1/18/2016 - 1/29/2016	AAC subcommittee revises proposed position descriptions
2/5/2016	AAC deliberates and votes on subcommittee proposals
2/17/2016	AAC introduces revised Position Descriptions to Senate
3/23/2016	Senate votes on proposed Position Descriptions

Resources for you

Proposed Policy
  – Available on Senate Website

Examples from Peer and Aspirational Institutions
  – Available on Senate Website

Feedback Mailbox Open
  -- Acaffcom@syr.edu

Men Professor of Practice, by S/C

Men Holding Professor of Practice Title of any Rank		
Title	Count	Distribution
Assistant Professor of Practice	22	(1) Communication Sciences & Disc.; (4) CVPA; (4) Information Studies; (13) School of Management.
Associate Professor of Practice	4	(3) Information Studies; (1) Engineering.
Professor of Practice	27	(1) Art & Music Histories; (4) Engineering; (3) FALK; (1) Forensic Science Institute; (1) Information Studies; (3) Law; (1) School of Management; (4) Maxwell; (9) Newhouse
Total	53	

Women Professor of Practice, by S/C

Women Holding Professor of Practice Title of any Rank		
Title	**Count**	**Distribution**
Assistant Professor of Practice	10	(1) Communication Sciences & Dis.; (1) VPA-School of Music; (3) Information Studies; (5) School of Management
Associate Dean/Professor of Practice	2	(1) FALK; (1) School of Management
Associate Professor of Practice	1	(1) Information Studies-Dean
Professor of Practice	12	(2) Engineering; (1) CVPA-Drama; (6) FALK (1) Informational Studies; (2) Maxwell PAIA; (1) Newhouse
Total	25	