

Enabling Legislation for the Professor of the Practice Title

April 2, 2014

I. Preamble

In 2002, the Faculty Senate approved enabling legislation that authorized the creation of new, non-tenure-track Clinical Professor titles. This action was in response to the fact that Cornell, in sharp contrast to its peers, lacked any professorial titles for those holding academic appointments that were focused heavily or exclusively on a primary teaching function. The Senate concluded that the lack of such titles put the University at a competitive disadvantage in terms of recruiting and retaining such faculty members and that the addition of new, non-tenure-track titles was necessary in order to provide “suitable acknowledgment of their status, qualifications, and activities or opportunity for career development.” (Enabling Legislation for Clinical Professor Title, April 29, 2002, *attached*).

At the time of the Senate’s approval of the Clinical Professor title, our peers used a number of titles describing non-tenure-track faculty who performed a primary teaching function. In addition to the Clinical Professor title, these included titles such as Teaching Professor, Professor in the Field, and most commonly, Professor of the Practice.

The Senate's selection of the Clinical Professor nomenclature reflected the fact that the original proposal for this title came from the College of Veterinary Medicine, which was seeking to use it for non-tenure-track faculty who taught the actual practice of veterinary medicine in the live animal clinics of the Department of Clinical Sciences and the Cornell University Hospital for Animals. Following the passage of the enabling legislation, the Law School was the first unit to adopt the new title, in recognition that it already had similar non-tenure-track faculty teaching in its live client legal aid clinics. Recently, the Johnson School and the School of Hotel Administration have completed the approval process set forth in the enabling legislation.

Although the 2002 enabling legislation represented an important step in modernizing Cornell's academic titles, the choice of the Clinical Professor titles as the sole authorized designation for non-tenure-track faculty engaged heavily or exclusively in a primary teaching function has proven too limited for a number of units on campus. The title works well in the Vet College context, but in the Law School it has been awkwardly stretched to cover both those instructors who actually teach in clinical settings but also a separate group, known internally as the Lawyering faculty, who teach basic practice skills to first year students in a classroom setting. The fit is considerably worse in the Johnson School and the Hotel School, who employ the title to cover faculty teaching basic business practice skills, even though these are not tied to anything resembling a clinical setting. Finally, colleges like Architecture, Art and Planning, while in need of a better title to describe the faculty teaching at the practice-oriented end of the spectrum, find the Clinical Professor titles to be odd and ill fitting within the norms of their disciplines.

Most of our peers have typically solved this nomenclature issue by providing concurrently for both the Clinical Professor and Professor of the Practice titles. This enabling legislation seeks to do the same. However, rather than create such titles independent of existing authorizations, the Committee on Academic Freedom and Professional Status of Faculty instead proposes simply to amend the existing Clinical Professor legislation to allow the use, at a unit's option, of the Professor of the Practice title as an alternate designation. This approach represents the Committee's conclusion that both titles refer to essentially the same general kind of instructional faculty, and that the need for an alternate nomenclature merely reflects the different prevailing norms in different schools and colleges.

- Whereas the 2002 enabling legislation that created the Clinical Professor titles was an effective first step in modernizing Cornell's titles for non-tenure-track faculty engaged heavily or exclusively in a primary teaching function, and
- Whereas Cornell could further benefit from the addition of the Professor of the Practice titles in common use at peer institutions, and
- Whereas the need for and value of these new titles are widely recognized across campus, and
- Whereas the 2002 enabling legislation, including its various process and approval requirements, provides an appropriate framework for the implementation of the Professor of the Practice titles as alternatives to the Clinical Professor titles,

BE IT RESOLVED THAT THIS ENABLING LEGISLATION BE ADOPTED.

II. Amendment of Enabling Legislation

The purpose of this legislation is to amend the 2002 Enabling Legislation for the Clinical Professor Title to allow units, at their option, but in accordance with the process and requirements of the 2002 Clinical Professor legislation, to use the alternate title of Professor of the Practice in reference to a limited and defined group of long-term, non-tenure-track appointments. This title will be available for use at the Assistant, Associate and Full Professor rank, modifiable by the terms "acting," "adjunct," "courtesy," and "visiting."

III. Limited Availability of Professor of the Practice title.

The title of Professor of the Practice is available only for long term, non-tenure-track faculty who are distinguished and highly experienced individuals in a relevant field of professional practice and who can provide effective, practice oriented instruction in areas that supplement the core pedagogical instruction provided by the tenured and tenure track faculty. While faculty of this rank may, depending on specific requirements of the college or school, have some additional research, service, or outreach obligations, teaching will be their primary responsibility. The title may not be used for positions whose responsibilities largely replicate those of tenure-track faculty.

IV. Proposal Process

A college or school that wishes to adopt the Professor of the Practice title shall employ the full set procedures and approvals, and shall be subject to the same constraints, as set forth in the 2002

Enabling Legislation for the Clinical Professor Titles (*attached*).

Units that wish to use both the Clinical Professor and Professor of the Practice titles to designate different subsets of faculty shall describe in detail in their proposal the roles and domains pertaining to each title. In such cases, the combined number of faculty bearing such titles shall not exceed the percentages set forth in Section VI.D. of the 2002 Enabling Legislation for the Clinical Professor Titles.

Units that have already adopted the Clinical Professor titles but wish instead to use the Professor of the Practice designation for either all such faculty or a defined portion of such faculty shall submit a proposal to do so to the Committee on Academic Policies and Procedures (CAPP) for review for conformity to the requirements of this enabling legislation. CAPP shall report its approval of any nomenclature change to the University faculty.

Trustee adoption of this proposal will require modification of University Bylaws as follows: **ARTICLE XIII: COLLEGE AND SCHOOL FACULTIES**

Add "professors of the practice, associate professors of the practice, and assistant professors of the practice" where appropriate, and make them contingent voters along with clinical professors, associate clinical professors, assistant clinical professors, lecturers and senior lecturers.

ARTICLE XVI: THE INSTRUCTIONAL AND RESEARCH STAFF

Add "professors of the practice, associate professors of the practice, and assistant professors of the practice" in section 1 and amend section 2.d to read

d. Senior scholar, senior scientist, senior research associate, senior extension associate, senior lecturer, full, associate, and assistant clinical professor, and full, associate and assistant professor of the practice shall be appointed by the President for a term of not to exceed five years, renewable indefinitely.