

AAP Office of the Dean

From: AAP Office of the Dean
Sent: Wednesday, November 26, 2014 9:47 AM
Cc: Peter Turner (pt93@cornell.edu); Ann May (acm12@cornell.edu); Megan Whitman; Lyn C. Pohl; AAP Office of the Dean (aapdean@cornell.edu); Rachel M. Marshall
Subject: AAP FACULTY VOTE: Professor of Practice title
Attachments: 112614_FINAL_Prof of the Practice Proposal.pdf; Professor_of_the_Practice_Enabling_Legislation_April 2014.pdf; Faculty ballot for vote.pdf
Importance: High

Dear AAP faculty,

I write to solicit your vote on a proposal to use the title category "Professor of the Practice" in AAP. The proposal, the enabling legislation, and a ballot are attached. Paper ballots will also be delivered to your individual mailboxes. Ballots are due no later than noon on Friday, December 12. Please return them to my office to the attention of Lyn Pohl in either a sealed envelope or folded and taped to ensure confidentiality.

I believe that the faculty have had a good opportunity to discuss this proposal since I introduced it on September 29, 2014. Subsequent to that meeting, I convened a dedicated faculty meeting on October 10, 2014, and delayed a vote to allow each department to discuss this topic at departmental faculty meetings. It is my understanding that these discussions have taken place.

I have received one formal departmental response proposing four text amendments (highlighted below) to the draft proposal:

B. Description of Position

....

1. **Teaching and Advising:** Professors of the Practice are expected to have significant classroom responsibilities in our professional degree programs, such as instruction in studio courses, professional practice courses, technical courses, and workshops **and advising students and masters projects.**

D. Percentage Limitation

The number of Professor of Practice faculty will be determined by departmental faculty based on identified needs and will not exceed 20% of the number of tenured/tenure-track faculty in the relevant department and will not retard future growth in tenure track lines.

I have incorporated the first and last amendments. I changed the term "masters projects" to read "exit projects" to cover a wider range of possible student projects (B.Arch. theses, for example). While I recognize the concern of some AAP faculty about the erosion of tenured positions generally, I have not included the third amendment as this represents a higher bar than we have for tenure/tenure track searches and appointments, would be operationally cumbersome, and in many ways is already covered by the search process required by the proposal, in which departmental need, position description, and candidate qualifications are discussed and determined by the search committee and the department chair.

The proposal requires support by two-thirds of the AAP tenured/tenure-track faculty. The enabling legislation refers to a separate vote by the non-tenure-track faculty and refers to Article XIII of the University Bylaws for a

definition of this group. Unfortunately, Article XIII is not helpful in identifying this cohort as it defines only the voting members of the university faculty and the non-voting members of the university faculty, neither of which are "non-tenure track voting faculty."

Given this lack of clarity over voting eligibility, I have reviewed past practice at several other colleges and have found that in those cases the term "non-tenure-track" faculty was interpreted as meaning senior lecturers, i.e., those with multi-year, renewable appointments. AAP has only one faculty member in this title category. I will extend voting eligibility to this individual, but will reserve judgment as to the veto potential of this single vote as I do not believe it was the intention of the enabling legislation to permit a single vote by a senior lecturer to override the collective vote of the tenured/tenure-track faculty.

Thank you for your attention to this matter,

Kent K.

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College of Architecture, Art, and Planning
Professor of the Practice Proposal

A. Justification

The purpose of proposing the use of the Professor of the Practice title in the College of Architecture, Art, and Planning (AAP) is to recruit and retain the best possible faculty to meet our educational and research/creative practice goals. Several factors make the use of such a title critical to the college. First, many peer professional institutions have been using this title for many years, and title issues are an increasingly important aspect of recruiting and retaining valuable faculty members who bring unique expertise and experiences to the departments. Second, the practice-based nature of AAP's professional programs require the contributions of experienced professionals and the significant contributions by these individuals should be recognized by the appropriate nomenclature. We do not have clinics, so the existing option of Clinical Professor serves the departments poorly. Third, multi-year, renewable titles allow departments to retain the very best instructors and profit from their inculcation into the departments' unique pedagogical cultures.

B. Description of Position

Holders of the Professor of the Practice title will have substantial teaching and advising responsibilities. While specific contributions will vary by individual and department, two primary responsibilities will be part of each Professor of the Practice position:

1. Teaching and Advising: Professors of the Practice are expected to have significant classroom responsibilities in our professional degree programs, such as instruction in studio courses, professional practice courses, technical courses, workshops, and advising students and exit projects.
2. Professional practice and/or creative work: Professors of the Practice are expected to maintain an active relationship to practice/research/creative work and to share their expertise and experience with the students and faculty to advance the missions of the respective departments.

C. Terms of Appointment

Professors of the Practice will be non-tenure track, renewable multi-year appointments (five-year maximum for any one appointment). There will not be any movement between Professor of the Practice and tenure/tenure-track appointments in the absence of a formal, competitive search in which the Professor of the Practice is determined to be the best candidate for the tenure/tenure-track position. Professor of the Practice appointments will be based on national searches as well as internal promotions, focused only on highly qualified candidates with demonstrated teaching excellence.

Appointments: A committee composed of tenured/tenure-track faculty will be appointed by the respective department Chair to make a recommendation to the full tenured/tenure track faculty for all Professor of the Practice appointments. A vote by the faculty will be a recommendation to the Chair, who will advance a recommendation to the Dean who has final authority for such appointments.

Reappointments: A committee composed of tenured/tenure-track faculty will be appointed by the respective department Chair to make a recommendation to the full tenured/tenure-track faculty for Professor of the Practice reappointments. The vote by the faculty will be a recommendation to the Chair, who will advance a recommendation to Dean who has final authority for such reappointments.

Requirements for appointment and reappointment to the title of Professor of the Practice will include:

1. Significant high-level teaching and/or professional/artistic practice.
2. A terminal degree in a relevant field or substantial professional or artistic experience.
3. External visibility and impact in the field of the appointment is expected, either academically or professionally.

D. Percentage Limitation

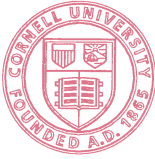
The number of Professor of Practice faculty will not exceed 20% of the number of tenured/tenure-track faculty in the relevant department and will not retard future growth in tenure-track hires.

E. Voting and Other Rights

As specified in the University Bylaws (Article XIV, 1), Professors of the Practice of all ranks...shall participate fully in those decisions that are directly related to their roles within the college ... and within the department.

F. Impact Statement

The use of the Professor of the Practice title is not intended to reduce the number of tenured/tenure-track faculty in the College. Incumbent faculty are not to be replaced by the designation of a position as a Professor of the Practice position. The purpose of the Professor of the Practice title is to recruit and retain the best possible non-tenure track faculty and to maximize their contributions to the departments' missions. Current non-tenure track faculty will be eligible for appointment to the Professor of the Practice title if they meet the criteria for the appointment.



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College of Architecture, Art, and Planning
Faculty Ballot
November 26, 2014
(due by noon on December 12, 2014)

Vote on use of the Professor of the Practice title: This title will be available for use at the Assistant, Associate and Full Professor rank, modifiable by the terms "acting," "adjunct," "courtesy," and "visiting."

☐

Yes

☐

No

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Abstain

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From: AAP Office of the Dean
Sent: Friday, December 12, 2014 3:33 PM
Cc: Peter Turner (pt93@cornell.edu); Ann May (acm12@cornell.edu); Megan Whitman; Lyn C. Pohl; AAP Office of the Dean (aapdean@cornell.edu); Rachel M. Marshall
Subject: VOTE OUTCOME: Professor of the Practice

Dear Faculty,

This afternoon, the ballots for the Professor of the Practice proposal were tallied. Lyn Pohl, Ann May, and Rachel Marshall collectively opened and tabulated the votes.

The result of the tenure/tenure track vote is: 24 Yes; 5 No; 2 Abstain; 1 Commentary but no vote. Total votes: 32 (or 31 not counting the commentary-only submission) of 46 eligible voters.

The result of the senior lecturer vote is: 1 Yes. Total votes: 1 of 1 eligible voter.

The enabling legislation states the following two criteria for determining faculty approval of the proposal:

- a) support by two thirds of the tenure-track faculty
- b) support by no fewer than half of those faculty eligible to vote

24 of 32 (75%) or 24 of 31 (77%) of the voting faculty supported the proposal.
24 of 46 (52%) of the eligible faculty supported the proposal.

The equivalent conditions could be interpreted to apply to the college's senior lecturers (the legislation is not clear on who other than the faculty may vote):

1 of 1 (100%) of the voting senior lecturers supported the proposal.
1 of 1 (100%) of the eligible senior lecturer supported the proposal.

Therefore the proposal is approved in both votes. I will advance the proposal and the vote outcomes to the University Committee of Policies and Procedures (CAPP) for their review, after which it will be distributed to university faculty and posted for other interested parties for a period of 60 days before further action by CAPP.

Thank you for healthy debate and your active participation in this process.

Kent K.

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