

Presentation to Faculty Senate 2/13/02  
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# Is Cornell's set of available academic titles adequate?

focus:

long term,  
non-tenure-track  
appointments

# List of currently available academic titles (not including those for the library)

## tenure and tenure-track

professor  
associate professor  
assistant professor  
University professor  
professor emeritus

## long term non-tenure track

**senior lecturer**  
**lecturer**  
**senior scholar**  
**senior scientist**  
**senior research associate**  
**research associate**  
**senior extension associate**  
**extension associate**

## temporary

instructor  
postdoctoral associate  
postdoctoral fellow  
teaching associate (endowed only)  
visiting fellow  
visiting critic (endowed only)  
visiting scientist (endowed only)  
visiting scholar (endowed only)  
professor-at-large

Two areas of inadequacy:

1. The clinical sphere: individuals carrying out essential teaching and service functions in a clinical setting (found primarily in the professional colleges), typically in (senior) lecturer positions
2. The research sphere: individuals carrying out certain research functions (usually on soft money, primarily in the laboratory sciences), typically in (senior) research associate positions.

These positions are largely single function and do not include the full range of teaching, research, extension, and service associated with tenure-track professorial lines.

## Problems:

- The guidelines for hiring and promotion of individuals in these positions do not fit well with the actual duties and responsibilities of these individuals.
- Many aspects of the employment of individuals serving these functions are *ad hoc*, leaving both the individuals and the institution vulnerable.
- Serious competitive disadvantage for Cornell in trying to attract and retain the most qualified individuals; our strongest peer institutions make use of a richer array of job categories.
- Individuals in these roles at Cornell find themselves at a disadvantage when competing for external funding resources.

What is needed:

Appropriate career paths that have the potential to be long term and that include clear guidelines for hiring and promotion, as well as grievance procedures.

The following proposal addresses these problems in the clinical sphere only.

Enabling legislation to make available on a **college-by-college** basis use of the titles:

Clinical Professor  
Associate Clinical Professor  
Assistant Clinical Professor

NB: These titles are already used by Cornell's Weill Medical College.

What we are now presenting to the Senate:

- a. enabling legislation that if approved by the Faculty Senate, and subsequently by the Provost, and the Board of Trustees, would allow implementation of the titles "Clinical Professor" (Assistant/Associate/Full) on a college-by-college basis
- b. a specific proposal approved by the majority of the tenure-track faculty of the Vet College to implement this set of titles (appendix B)

Should this legislation be enabled?

## **Proposal guidelines for specific proposals:**

Such proposals need to include the following elements.

- Background and justification for the proposed new title(s)
- Description of the positions that will bear the title(s)
- A summary of the terms on which candidates will be appointed and reappointed to those positions. These should include: the nature of the search by which applications will be elicited; the credentials considered appropriate for holding those positions; the levels (department, college, university) at which approval for individual appointments is necessary; the length of appointments; the possibilities open to appointees for movement between non-tenure-track and tenure-track paths; and procedures for renewal and promotion open to appointees.
- A statement restricting the creation of positions in the proposed title(s) not to exceed a certain percentage of the tenured and tenure track faculty of the proposing college.
- A statement of the rights and responsibilities of appointees in the proposed title(s), including their voting status in departments and colleges.
- An appraisal of the impact of creating the new positions on existing non-tenure-track academic titles and their holders. This appraisal should indicate whether and in what ways current holders will be eligible for appointment to the new positions and whether their current positions will be protected against elimination by the new positions.