

Faculty Discussion on Creation of a New (Non-tenure Track) Professorial Title

A proposal to enable creation of a new title, clinical professor, to be implemented on a college-by-college basis, was discussed at the Faculty Senate meeting on 2/23/02 and at a Faculty Forum on 2/20/02. Major arguments for and against the proposal are briefly summarized.

Arguments for:

1. Highly accomplished non-tenure track appointees would have significantly improved and regularized terms of appointment, and greater opportunities for professional recognition and advancement.
2. Better employment conditions and status would improve recruitment and retention of clinical professionals of the highest quality.
3. The number of tenure track positions at Cornell will not increase appreciably in the foreseeable future, but demands for clinical service and teaching of the highest quality continue to increase.
4. The cap on fraction of total faculty within a department that can be non-tenure track, together with close monitoring of administrative practices for faculty hiring, is intended to allay fears of substitution of non-tenure track for tenure track professors.

Arguments against:

1. The tenure system will be weakened because administrators cannot be trusted to adhere to proposed guidelines for maintaining appropriate balance between the number of tenure track and non-tenure track appointments.
2. All clinical professorial positions should be tenure track and the value of functions other than research should be formally enhanced.
3. The distinction between responsibilities and expectations of non-tenure track versus tenure track professors is unclear and would be unfair to non-tenure track appointees.
4. Adoption of the proposal would lead to exacerbation of existing gender inequities by increasing the opportunity to appoint women to non-tenure track positions.