

## **Professor of Practice and Clinical Professor Proposal**

College of Human Ecology

### **I. Justification**

The purpose of using the titles of Professor of Practice and Clinical Professor in the College of Human Ecology is to recruit and retain the best possible faculty to meet our educational and research goals and to maximize their contributions within the college. Two changes over a period of time have made the use of such a title important to this goal. First, peer institutions and other colleges/schools at Cornell University have increasingly are using these titles for non-tenure track faculty. Second, title issues are an increasingly important issue in recruitment and retention of valuable faculty members who bring unique talents and experiences to our programs. As the use of these titles increase at peer institutions and at Cornell, the college is compromised in its ability to recruit and retain the best possible non-tenure track faculty. As examples, the college has lost one colleague who took at position at another institution with the title of Professor of Practice.

### **II. Description of Position**

Holders of the title 'Professor of Practice' will have substantive teaching and scholarly responsibilities within the academic community; holders of the title 'Clinical Professor' will have substantive clinical experiences and will teach in programs with a clinical component. While specific responsibilities will vary by individual and department/unit needs, two primary responsibilities will be part of each Professor of Practice or Clinical Professor position: 1) substantive teaching responsibilities in degree or certificate programs and 2) responsibilities to contribute to the college and unit mission over and above their teaching contribution. These activities could be related to student activities such as career advising, project and other engaged- learning activities, program development, or outreach. Alternatively these activities could be more institution building such as institute development and leadership. We expect the distribution of these positions to be spread across the academic areas of the college.

### **III. Terms of Appointment**

It is anticipated that all Professors of Practice or Clinical Professors will be non-tenure track, renewable appointments for a defined period of time up to five years. It is expected that there would not be any movement between Professor of Practice or Clinical Professor and tenure track appointments, but for exceptional situations and provost approval. Professor of Practice or Clinical Professor appointments will be bases upon national/international searches as well as internal promotions, focused only on senior and highly qualified candidates. Search committees for positions with either of these titles will include professorial faculty and professors of practice/clinical professors. When appropriate, search committees may include alumni with significant appropriate experience.

**A. Appointments:** A search committee composed of three faculty members, majority of whom will be tenure-track, will be appointed by the Department Chair or Unit Director following the human resource policies of the university and the practices of the particular department or unit within the college. The vote by the tenured faculty and the recommendation of the chair/director will be presented to the Dean who has final authority for such appointments.

**B. Reappointments:** A dossier review will be conducted including evaluation from academicians outside of the unit and Cornell University for reappointment at least every five years. The vote by the tenured faculty plus others with the respective title in that unit and recommendation of the chair/director will be presented to the Dean who has final authority for such reappointments.

Requirements for appointment and reappointment to the title of Professor of Practice or Clinical Professor will be defined by the unit within the college and will include:

For Professor of Practice, significant high level teaching and/or professional experience is required.

For Clinical Professor, significant level of teaching and clinical experience is required.

A terminal degree in a relevant field or substantial senior business/field/government/clinical experience is required.

1. Service to the academic community beyond teaching of courses is required. For consideration of internal academic employees to be considered for one these titles, demonstrated service in areas such as student advising, curriculum or program development, working with Centers and Institutes, clinical programs, and/or outreach is required.
2. External visibility and impact in the field of the appointment is expected, academically and professionally. The review is expected to include external letters to assess such visibility and impact.
3. A 50% or more appointment in a unit in the College of Human Ecology is required of each Professor of Practice or Clinical Professor appointed through the college.

**IV. Percentage Limitation**

The total number of Professors of Practice and Clinical Professors will not exceed 20% of the number of tenure track faculty at the time of any appointment within any one unit in the college.

**V. Voting and Other Rights**

Professors of Practice and Clinical Professors shall have all rights and responsibilities of senior lecturers outlined in the university policies. They have the additional right to vote on appointments or reappointments to Professor of Practice or Clinical Professor, respectively, within their department/unit.

**VI. Impact Statement**

The use of the Professor of Practice and Clinical Professor titles is not intended to have any impact on the number of tenure-track or non-tenure track faculty in the College of Human Ecology or within any academic department in the college. The purpose of the Professor of Practice and Clinical Professor titles is to be able to recruit and retain the best possible non-tenure track faculty and to maximize their contributions within the college. Current non-tenure track faculty including senior lecturers and research scientists may request to be considered for appointment to the Professor of Practice or Clinical Professor title if they meet the criteria for such appointment. The same procedure will be used for their consideration as used for a new appointment with this title.

**VII. Internal Approval by College.** A mail ballot was used for the vote of the tenured/tenure-track faculty in the College of Human Ecology on September 8-16, 2014. 91% voted to approve the use of these titles in the college, while 4% voted against and 5% abstained.