

Enabling Legislation for the Clinical Professor Title

Task Force on Professorial Titles' distillation of the main points made at the FS and the FF

Aims and Arguments for:

- To redress an inadequacy in our current range of available titles by adding a non-tenure-track, Clinical Professorial title.
- To more adequately recognize and reward the status, qualifications, and activities of such faculty-members.
- To improve recruitment and retention of such faculty-members.
- If appropriate and possible, to enable reclassification of competitive candidates who are currently doing such work *de facto*, while employed as Lecturers or Senior Lecturers.

Objections and Arguments against:

- All teaching staff should have academic freedom as well as job-security.
- This is the "thin end of wedge" that ultimately may erode the tenure system. It provides the financial flexibility to permit administrators increasingly to substitute at will untenured for tenurable or tenured faculty members.
- The Clinical Professor title is an artificial inflation of the Lecturer title.
- There is a need for more carefully articulated distinctions between what is expected of tenure-track faculty and what is expected of non-tenure-track faculty.
- Creating the title would contribute to gender inequity. Holders of such titles could create a "pink collar ghetto."

Further Clarifications:

- Whereas in an ideal world all teaching staff would be tenure-track, in the real world there are severe limitations on the number of indefinite term commitments universities can make. We live within a system where tenure is earned by and granted to those who compete for tenure track positions in which they are expected to research, teach, and perform service. Provost Martin has publicly reaffirmed the expectation of a substantial research component for tenure-track Assistant, Associate, and Full Professors. Those in largely single-function positions (primarily teaching, research, extension or administration) are not and have not historically been hired on tenure-track lines

- The Clinical Professor title and other non-tenure-track titles would be largely single function.
- The appointments, duties, and rights of those holding the Clinical Professor title are intended to be distinct both from those of tenurable Professors and from those of Lecturers.
- The Task Force wishes to emphasize that present consideration of the Senate should be confined to the Enabling Legislation.
- A two-thirds majority vote of the tenure-track faculty in a given college would be preferable to the simple majority originally proposed to enable such titles to be used by the college. It is expected that the non-tenure-track vote would be recorded separately.
- Once such legislation has been approved by the College faculty it will be reviewed by CAPP and voted on by the Senate.
- The Task Force expects to bring a formal document to the Faculty Senate for approval at the May 2002 meeting.