

Amendment to Enabling Legislation for the Clinical Professor Title

(additions underlined; deletions strikethrough)

Page 1, I. Preamble

The current range of available academic titles does not meet the needs of various Colleges at Cornell that stand to benefit considerably from the creation of a new, primarily single-function, non-tenure-track Clinical Professor title. These Colleges are currently experiencing difficulty both in recruiting and retaining faculty members who might bear such a title since, unlike many of their peer institutions, they have only the title of Lecturer or Senior Lecturer available. In addition, there are currently individuals in Lecturer positions who are, in effect, carrying out the functions of Clinical Professors without suitable acknowledgment of their status, qualifications, and activities or opportunity for career development.

~~In an ideal world all teaching staff might 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 or research or outreach or administration) are not and have not historically been hired on tenure track lines.~~

~~The creation and careful definition of the new title would enable fairer and more effective faculty hiring, retention, and, in some special cases, reclassification. It is to be hoped that carefully and explicitly articulated distinctions between what is expected of tenure track faculty and what is expected of non tenure track faculty would be beneficial to all concerned.~~

- Whereas an inadequacy in the current range of available academic titles makes it desirable to create a new non-tenure-track Clinical Professorial Title, and
- Whereas it is clearly important to recognize and reward the status, qualifications, and activities of those faculty members for whom such a title would be appropriate, and
- Whereas units need to improve recruitment and retention of such faculty-members, and
- Whereas, where appropriate and possible, units should be able to reclassify competitive candidates who are currently doing such work *de facto*, while employed as Lecturers or Senior Lecturers,

BE IT RESOLVED THAT THIS ENABLING LEGISLATION BE ADOPTED.

Amendment Proposed by Steve Shiffrin, Risa Lieberwitz
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