

Dyson
The Hotel School
Johnson



Cornell SC Johnson College of Business

Policy Pertaining to the Professor of the Practice (PoP) Title for the Cornell SC Johnson College of Business

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Some Background

- Three independent schools merged on July 1, 2016 to form the Cornell SC Johnson College of Business:
 - Dyson School of Applied Econ & Mgmt (Dyson)
 - Johnson Graduate School of Management (JGSM)
 - School of Hotel Administration (SHA)
- Significant efforts to harmonize many policies & procedures
- This includes three separate PoP policies.

Key concerns along the way

- **Definition.** Close in spirit to language of senate resolution of “experienced leader who has held positions in business, professional, entrepreneurial, ... and other non-academic organizations” but balanced with “significant high-level teaching experience.”
- **Reclassification or migration.** Close in spirit to language that PoP not intended as natural promotion for Senior Lecturers, Extension or Research Associates.
- **Share of faculty limitation.** For College, PoP faculty headcount cannot exceed 25% of number of tenure-track faculty. School-specific limits can apply more stringent caps depending on need/legacy.
- **Voting rights.** Whether PoPs have differential voting rights relative to other RTE faculty in a particular school is granted by school deans; however, PoP voting rights in area groups of college defined by new college-wide voting guidelines (April 2020)

The Process

- College's new elected Faculty Policy Committee (CFPC) initiated discussions in Fall 2018
- At least two major revisions through Spring 2020.
- CFPC voted to approve March 2020 version
- Proposal presented to JCB faculty April 9 for discussion and vote:
 - 101 voted in favor
 - 27 opposed
 - 17 in abstention

Electorate = 151 TT & 65 RTE