



Faculty Senate Discussion on College of Veterinary Medicine (CVM) Cap Proposal

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Brief History of Proposal

- CVM strategic planning identified that issues regarding faculty titles posed significant problems with our ability to fulfill our veterinary and public health missions
- Titles committee (both TT and RTE) reviewed & recommended:
 - adopting Prof of Practice titles
 - modifying system that had tight caps on specific RTE titles but no caps on other RTE titles (while retaining current proportion of TT faculty)
- Discussion (department and college faculty meetings and town halls)
- Adopted Prof of Practice titles (approved, Faculty Senate April 2020)
- Vote to modify CVM use of RTE titles (current proposal)
 - University Faculty: Yes = 87 (74%), No = 6 (5%) , Abstain = 7 (6%), DNV = 18 (15%)
 - Voting RTE Faculty: Yes = 81 (87%), No = 2 (2%) , Abstain = 2 (2%), DNV = 8 (9%)

Brief History of Proposal

- CAPP review and initial presentation to Senate in May, 2020
- Based on need for University to have criteria to evaluate such requests, and incorporating feedback from CAPP, a revised proposal was prepared
- Revised proposal was reviewed and passed unanimously by CAPP in October 2020

What Does the Proposal Do?

- Establishes a minimum percentage of TT faculty in the CVM at 55% (RTE ~ 0.8 TT). This is the current situation, stable for past 10 years.
- Sets a maximum % of *all RTE faculty* for the CVM (currently, only Clinical and Practice track are capped at 25%; there currently are NO caps on titles such as Lecturer)
- Allows us to utilize RTE titles that best match training, experience and duties
- Promotes scholarly activities of, and allows greater career growth for, our RTE faculty – **Outcomes**
- Enhances competitiveness of veterinary and public health programs in multiple ways, particularly recruitment and retention – **Overall benefit**

Peer Institutions (AAVMC data, 2020)

School (Rank)	#TT	#RTE	Ratio RTE:TT
University of California, Davis (1)	125	131	1.05
Cornell (2)	127	114	0.90
North Carolina State (T4)	116	57	0.49*
Ohio State (T4)	61	78	1.28
Texas A&M (T4)	119	135	1.13
University of Pennsylvania (T4)	58	103	1.78

- Very few “cap” clinical professor titles
- Clinical professor titles are the most common
- Lecturer titles are rarely used
- Exact comparisons difficult

Proposal Is Compliant with Resolution on Requirements to Modify RTE Percentage

- Identifies subset of titles to be covered
- Specifies criteria for departments to exceed maximum ratio
- Provides rationale why current percent limitation constraints are not relevant or appropriate
- Provides data and policies from peer institutions
- Confirms that RTE positions do not replace TT positions
- Confirms that RTE positions do not detract from hiring additional TT faculty
- Specifies voting rights
- Describes importance of this change to the College's strategic plan
- Describes history of college-level and department-level discussions and faculty votes