

**ILR School**  
**Proposal for the Academic Title of Professor of the Practice**

**A. Justification for the Position**

The purpose of using the title of Professor of the Practice in the ILR School is to recruit and retain the best possible faculty to meet our educational 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 increasingly are using this title for distinguished non-tenure track faculty. Adoption of the title will bring the ILR School into consistency with titles used elsewhere at Cornell. Second, title issues are an increasingly important issue in recruitment and retention of valuable faculty members who bring unique talents and experiences to our educational 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 an example, the School encountered difficulty in recruiting the former head of a major federal agency in our field to a non-tenure track teaching position due to the inability to offer the title of Professor of the Practice.

**B. Description of the Position**

**1. Character of the position of Professor of the Practice**

The title Professor of the Practice is a long-term, non-tenure-track faculty appointment to a department of the School.

The title is not the next step after Senior Lecturer in a line of progression. The title is not a replacement of an existing title, such as Lecturer or Senior Lecturer.

**2. Qualifications to be a Professor of the Practice**

A Professor of the Practice must

- be a highly experienced individual in a relevant field of professional practice,
- enjoy national or international distinction,
- have demonstrated the ability to provide effective, practice-oriented instruction in areas that supplement the core pedagogical instruction provided by the tenured and tenure-track faculty, and
- hold a terminal degree in their field.

Strength in one area may not compensate for weakness in another. A truly distinguished practitioner in our field typically has indicators that they will bring teaching ability to the position; such a person is frequently called upon to give guest lectures in universities and to speak to, and participate on panels at, professional meetings.

**3. Duties of a Professor of the Practice**

The primary duty of a Professor of the Practice is to teach practice-oriented courses that

our tenured and tenure-track faculty do not offer. A Professor of the Practice may have secondary duties in regard to research, service, or outreach. The duties of a Professor of the Practice must not largely replicate the duties of tenured and tenure-track faculty.

#### **4. Ranks and modifiers**

Modifiers, including Assistant, Associate, Acting, Visiting, or Courtesy, shall not be used for the title of Professor of the Practice. These are inconsistent with the intent that this title be held by highly distinguished individuals in a long-term appointment.

#### **5. Role of departments**

In ILR, all professors hold positions in the Resident Division of the School and are members of at least one department. Being a professor, a Professor of the Practice should also be appointed to the Resident Division and be a non-voting member of a department.

The department should approve and oversee courses that a Professor of the Practice wishes to teach in the same manner as the department approves and oversees courses that other professors teach.

### **C. Terms of Appointment**

#### **1. Appointment and reappointment process**

Search procedures will follow those used by a department and the Dean to fill other professorial positions following established ILR procedures. Reappointment should generally follow procedures used for other professorial-level appointments. The criteria for reappointment of a Professor of the Practice should be excellence in teaching, excellence in service, and significant contribution to the intellectual life of the School. These criteria are separate; strength in one should not compensate for weakness in another. Reappointments will be based on a discussion among department faculty members and formal recommendation for reappointment to the dean. The dean reserves the right to appoint an ad hoc committee to advise on the reappointment decision. If following the reappointment review process the dean decides not to make a reappointment recommendation, the termination process is the same as that for tenure-track faculty who are not renewed or promoted.

#### **2. Length of appointment**

The length of the initial appointment of a Professor of the Practice will be one to three years, at the discretion of the dean. The length of the initial appointment is limited given the difficulty of evaluating the teaching skills of a practitioner, who may not have much experience in the classroom prior to appointment. Subsequent reappointments may be for terms of up to five years.

#### **3. Movement between Professor of the Practice and other positions in the School**

A non-tenure-track position in the School, such as Senior Lecturer or Senior Extension Associate, may not be converted to a Professor of the Practice. Persons holding non-tenure-track positions may seek appointment to Professor of the Practice through the normal process of

appointment.

A Professor of the Practice may move from this title to a tenured or tenure-track position only if the position is filled through the normal appointment process.

### **3. Duties and Time Commitment**

The duties of a Professor of the Practice will normally be expected to include a substantial time commitment to teaching classes. In addition to teaching classes, the Professor of the Practice is expected to be available to meet outside of class with students about course work, to advise students, and to interact with other faculty. The Professor of the Practice will also be expected to contribute service to the School as appropriate for faculty.

### **D. Percentage limitation**

The combined number of Professor of the Practice and Research Professor positions is limited to a maximum of 10% of the Full-Time-Equivalent Professors, Associate Professors, and Assistant Professors in the ILR School.

### **E. Voting and other rights**

#### **1. Voting/university faculty membership**

Professors of the Practice are not members of the University Faculty. They have the same voting rights as other RTE faculty.

#### **2. Miscellaneous provisions**

A Professor of the Practice shall submit an annual report to the dean.

A Professor of the Practice is not eligible for sabbatical leave.

If the dean, after consultation with the department, decides not to renew the appointment of a Professor of the Practice, the professor is entitled to the same notice of termination to which a tenured or tenure-track professor is entitled.

A Professor of the Practice should have the same access to our grievance procedures as any other professor has.

### **F. Impact statement**

The professor of practice title will not be used as a substitute for tenure track hires. Availability of additional teaching resources may enhance curricular offerings and ease the teaching burden on tenure track faculty. However the role of professors of practice will remain secondary and limited. The title is intended to be reserved for infrequent and limited situations where the School is recruiting individuals with very distinguished and high-level practice experience in government, labor, law, management or other parts of our field.