

Dear Eve,

Thank you for soliciting the input of the EPC on the issue of the proposed Teaching Professor RTE titles.

The full committee has considered the documents and weighed in. We submit to you the following observations and comments.

EPC comments

- ☐ We support the proposal, with preference for the **coexist** option.
- ☐ We suggest that the distinction be based on **work status** rather than intellectual impact. The Lecturer and Senior Lecturer titles should be reserved for <50% appointments, for short-term or non-PhD hires.

Comments in favor

- ☐ It is difficult to recruit top teaching talent if our title scheme is seen as reflecting a negative culture for the person being recruited.
- ☐ Ten of Cornell's peer universities have implemented this track.

Summary

- ☐ The two-tiered lecturer titles were created in 1973, after research associate and extension associate tracks. Nearly 400 Cornell faculty currently serve as Lecturers and Senior Lecturers. Lecturers focus on undergraduate teaching.
- ☐ More recently, the three-rank Research Professor, Professor of Practice, and Clinical Professor tracks were established at Cornell.
- ☐ Lecturers lack the term "professor" in their titles and have only two tiers, which projects a sense of the lecturer positions being a notch down from the professorial faculty. This is (actually or potentially?) not appreciated by the lecturers or by students, parents and donors. The perception issues lead to recruitment and retention problems.
- ☐ In a document dated 11 Sept 23, Clarkson and Van Loan suggest the creation of a Teaching Professor track with assistant, associate, and full levels. They note three general implementation options, favoring the idea that these titles supplement (coexist with) the Lecturer titles, with the latter being part-time, short-term and/or more narrowly focused.
- ☐ While the document is well structured and argued, the authors note that it is not a full-fledged proposal.

Observations

- ☐ Different units (schools, departments, etc.) vary in the intensity and nature of reliance on RTE v. tenured faculty. This varied exposure and experience may influence our individual perspectives.
- ☐ The "professor" title is valued. Teaching faculty at Ithaca College have professorial titles. Some people that have moved from IC to CU have had to drop their valued professorial titles to take jobs at Cornell, which is seen as a loss.

Other comments

- ☐ We are not aware of the financial implications and thus have not considered that issue seriously.
- ☐ Some concern was expressed that these titles might be misused by hiring people on the Teaching Professor track when tenure-track appointments might be justified.

Thanks for considering our perspectives.

Rebecca for the EPC