

**Committee on Fixed-term Faculty  
Annual Report to the Faculty Council  
April 2014**

**Members**

|                     |   |                                   |
|---------------------|---|-----------------------------------|
| Susan Irons         | English and Comparative Literature              | Senior Lecturer (ft)              |
| Janet Chambers      | Dramatic Arts                                   | Assoc. Professor (tt)             |
| Tara Moon           | Clinical Laboratory Science                     | Clinical Assistant Professor (ft) |
| Tim McMillan        | African, African American, and Diaspora Studies | Senior Lecturer (ft)              |
| Nancy Fisher        | Medicine  | Research Professor (ft)           |
| Bhisbamjit Chera    | Medicine  | Assistant Professor (tt)          |
| Adam Persky (Chair) | Pharmacy  | Clinical Associate Professor (ft) |

Ft = fixed-term; tt = tenure track/tenured

**Meetings:** September 13, 2013; Oct 11, 2013; Nov 15, 2013; Dec 13, 2013; Jan 17, 2014; March 10, 2014; April 25, 2014

**Committee Charge**

*Resolution 2005-9. On Establishing the Council Committee on Fixed-Term Faculty*

The Faculty Council resolves:

Section 1. Pursuant to Section 2-8(b)(1) of the Faculty Code of University Government, the Council Committee on Fixed-Term Faculty is created. The Committee has six members, appointed by the Chair of the Faculty from among sitting members of the Faculty Council at the September meeting of the Council each year. Four of the members are fixed-term faculty members, and two are tenure-track faculty members. The Chair of the Faculty designates the chair of the committee. Members are eligible for reappointment.

Sec. 2. The committee addresses working conditions and the status of full-time and part-time fixed-term faculty members. In this regard it monitors implementation of policies and recommendations concerning fixed-term faculty; reviews school, college, and departmental policies governing such faculty members; and formulates and proposes new policies and procedures for consideration by the Faculty Council. The committee reports to the Council as appropriate to its agenda, but at least annually.

Sec. 3. This resolution is effective upon adoption.

## Quick View of Activities of the Committee 2013-14

1. Followed through from the previous year's committee agenda with identifying an appropriate name change for "Master Lecturer"
  2. Addressed a discrepancy in eligibility of Lecturers for internal sabbatical grants
  3. Kept abreast of potential changes in health care coverage for fixed-term faculty
  4. Received updates on the feasibility of phased retirement for fixed-term faculty
  5. Worked with Faculty Welfare committee to help establish definition for adjunct faculty
  6. Addressed a discrepancy in the i3 Fellowship put forward by the Faculty Assembly – the fellowship is only for tenured or tenure-track faculty
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## Summary of Activities of the Committee 2013-14

At its first meeting in September, the Committee established a primary goal for the academic year of addressing the name change of "Master Lecturer"; this goal was a continuation from the previous year's committee.

**Primary Goal:** Find an alternative to the title "Master Lecturer" for the third-tier rank for fixed-term faculty predominately in the College of Arts and Sciences.

**Proposal (as of Jan 2014):** Rename the lecturer series (lecturer, senior lecturer, master lecturer) to Teaching Professor (Teaching Assistant Professor, Teaching Associate Professor, Teaching Professor) or Term Professor (Term Assistant Professor, Term Associate Professor, Term Professor).

**Statement of Problem:** The Master Lecturer was approved as a "place holder" title to help move the process along in 2011/12. The term poses multiple problems: gender bias; associations of historic oppression; unclear progression of ranks (i.e., senior vs master); and it is not used (or recognized) by other institutions. An acceptable title should: reflect the responsibilities of the position; be recognizable to outside the University; and clearly delineate progression through the ranks.

**Implications:** An incorrect title for the fixed-term faculty can result in: perception of a caste system (tenure vs fixed term); loss of quality faculty who desire a professor title; and loss of status of faculty who contribute to the teaching, innovative educational experiences, and service within the University.

**Background:** In 2012, a third tier of the lecturer series was approved and was called "Master Lecturer." This title was deemed unacceptable, and several other titles have been proposed. The Fixed Term Faculty Committee (FTFC) has been charged with a title change and recommends "Teaching Professor." Provost Carney proposed this title to the chairs, and it was reported it was "overwhelmingly if not unanimously rejected." A major reason for the objection was fear that the term could imply tenured faculty do not teach. The Provost reported the chairs said they were "expressing the views of their constituencies." The FTFC was unsure what "the views of their constituencies" actually meant and whether it reflected all faculty. As such, the committee decided to survey the entire faculty to obtain first hand data. The survey results were:

- 1,861 responses (response rate: 51%) with sixty-two percent (62%) of the responses from the College of Arts and Science, and fifty-three percent (53%) from fixed-term faculty.
- Seventy-nine percent (79%) of faculty in the College agreed the titles should reflect progressive ranks;
- Eighty-five (85%) of faculty in the College agreed the titles should have recognizable value outside the University.

Based on this initial survey, the Committee based a name change on 3 factors:

1. The name should reflect the contractual obligation the faculty have with the University – consistent with both fixed-term and tenure/tenure track faculty (e.g., Teaching, Research, Clinical or no adjective in the case of tenure or tenure-track)
2. The name should have a clear progression of ranks (e.g., assistant, associate, full)
3. The name should be recognizable within and outside the University (e.g., Clinical, Research, Teaching)

## Details of Process

November 2013, the committee chair met with John Hartlyn, Senior Associate Dean, College of Arts and Sciences, who oversees issues related to the Fixed-Term Faculty. The meeting expressed the FTFC's goal to change the lecturer title to "Teaching Professor." Following the meeting, Dean Hartlyn brought the proposal to the executive committee of the College. Is it clear to all what the "executive committee of the college" is? Based on some of the feedback from the executive committee of the College, the proposal was changed from "Teaching Professor" to "Term Professor" primarily to alleviate tensions regarding the presumption that the title may imply tenure-faculty do not teach.

December 2013, the committee chair met with Jan Bardsley, Chair of the Chairs of the College to discuss the proposal, seek input on the proposal, and discuss addressing the Chairs of the College. Dr. Bardsley brought up the initial issue of non-terminal master's degree lecturers and some of the barriers to having them be called "professor"; this issue is prominent within languages.

January 2014, a document outlining a proposal from the Fixed Term Faculty Committee was sent to the chairs of the College of Arts and Sciences. In some instances, this proposal was forwarded to their respective faculty. This proposal sent to the Chairs was based on the term "Term-Professor." A brief survey was developed to capture various opinions of the proposal prior to the January Chairs' meeting. The information from this survey is summarized below. Briefly, the open-ended comments were coded with themes to capture the general idea of the statement. Five themes were used to organize the data:

### Themes:

None: No comment or no problem with the proposed change

Term: Issues with adjective (e.g., unclear, should be "teaching", confusion with endowed positions, sounds like an end to appointment)

Tenure: Threatens tenure (e.g., ramifications for job security, a way for administration to control the faculty, a way to remove tenure from the University)

Confusion: Confusion with Tenure-track faculty (e.g., need a clear line between tenure and fixed-term faculty)

Information: Implies lecturers are not equal (hiring practice, scope of practice, etc)

Other: not fitting into the other themes

**Table 1: Number of Comments per Theme (as of 2/06/2014)**

| Issue       | Total (n=93) | Physical / Life (n=17) | Social (n=14) | Humanities (n=62) |
|-------------|--------------|------------------------|---------------|-------------------|
| None        | 44 (47%)     | 6 (35%)                | 8 (57%)       | 30 (48%)          |
| Term        | 21 (22%)     | 3 (18%)                | 3 (21%)       | 19 (31%)          |
| Tenure      | 14 (15%)     | 0 (0%)                 | 2 (14%)       | 8 (13%)           |
| Confusion   | 18 (19%)     | 7 (41%)                | 5 (36%)       | 6 (10%)           |
| Information | 2 (2%)       | 0 (0%)                 | 0 (0%)        | 2 (3%)            |
| Other       | 6 (7%)       | 1 (6%)                 | 0 (0%)        | 3 (5%)            |

The results were tallied and the committee chair with Kelly Hogan (Senior Lecturer, Biology) met with the College Chairs' at their monthly meeting to discuss the proposal. The chairs recommended the FTFC should move forward with "Teaching Professor." It describes the job being done, mirrors the Research title, and has clear progression (Assistant, Associate, Full). The major challenge are non-terminal degree lecturers and how to appropriate title them. A full description of the discussion up to this point can be found in the following SWOT analysis.

### SWOT Analysis

|  |  |
|--|--|
| <p style="text-align: center;"><b>Strengths</b></p> <p><i>Helpful to achieving the objective - Internal origin</i></p> <ul style="list-style-type: none"> <li>• Commitment to quality, dedication, positive morale and work ethic in the area of teaching, learning and assessment</li> <li>• Title represents the faculty's contract with the University</li> <li>• Recognizable to outside the University increases positive feelings amongst the faculty</li> <li>• Increased faculty unity, reduces the feelings there is a tier system</li> <li>• Faculty empowerment</li> <li>• Increase morale and dedication to those effected</li> <li>• Increase retention and recruitment</li> <li>• Reduces problems with letter writing, grants and awards</li> </ul> | <p style="text-align: center;"><b>Weakness</b></p> <p><i>Harmful to achieving the objective - Internal origin</i></p> <ul style="list-style-type: none"> <li>• Potential confusion with tenure or tenure-track faculty with potential pushback</li> <li>• Variability in lecturers responsibilities (teaching only, teaching and service; teaching, service, scholarship)</li> <li>• Variability in FTE (part time and full time)</li> <li>• Master's level (non-terminal degree) lecturers and their titles</li> <li>• Revising promotion documents</li> <li>• Revising faculty code</li> <li>• Differences in salary or job security between individuals with professor title</li> </ul> |
| <p style="text-align: center;"><b>Opportunities</b></p> <p><i>Helpful to achieving the objective - External origin</i></p> <ul style="list-style-type: none"> <li>• Elevate the level of teaching at a research-intensive university including scholarship of teaching</li> <li>• Achieve national recognition for fixed-term faculty</li> <li>• Title is recognizable to outside the University</li> <li>• Reduces problems with letter writing, grants and awards</li> </ul>   | <p style="text-align: center;"><b>Threats</b></p> <p><i>Harmful to achieving the objective - External origin</i></p> <ul style="list-style-type: none"> <li>• Perception by outsiders less familiar with higher education that tenured faculty do not teach.</li> </ul>  |

February 2014, the committee chair met with Executive Committee of Faculty Council to discuss the proposal of “Teaching Professor” and seek input and advice on moving forward. The Executive Committee supported the addition of the “Teaching” adjective to the faculty code and recommended how the resolution should be phrased.

March 2014, The FTFC met to discuss the recent conversations with the Chairs’ and Executive Committee. The FTFC unanimously agreed to develop a resolution to add “Teaching” to the tenure guidelines. A resolution was drafted for Faculty Council and was sent to the Chairs for endorsement. Time limitations precluded full discussion at their March meeting, and a straw poll of chairs that were present (<15) was taken. They did not endorse the resolution. The primary reason was the implication that “there remains significant apprehension that using this terminology for fixed-term faculty would create the impression that tenured faculty and professors do little teaching.” The Executive Committee of Faculty Council was consulted for input. The Chair of the FTFC met with Dean Karen Gil and Senior Associate Dean John Hartlyn to discuss next steps.

April 2014. Based on the discussions with Dean Gil, it was agreed another survey will be sent to the Chairs to obtain more objective opinions of various title options. The same survey was sent to the Deans of the University since the Lecturer title is used by a variety of schools and colleges.

## Appendix

### 2013/14 Resolutions - Draft sent to Chairs 3/2014

#### Resolution 2014-XX. On Revising the Title Designations for Fixed-Term Faculty.

The Faculty Council resolves:

The Board of Trustees is requested to amend Section 2.b.5 of the Trustee Policies and Procedures Governing Academic Tenure in the University of North Carolina at Chapel Hill to read as follows:

**“Fixed-term faculty and other special faculty ranks:** Appointments may be made to fixed-term faculty and other special faculty ranks with title designations “Professor of the Practice,” “Lecturer,” “Senior Lecturer,” “Master Lecturer,” “Artist in Residence,” “Writer in Residence,” and any of the faculty rank designations provided in paragraphs (1) through (4) of this subsection with the prefix-qualifier “Adjunct,” “Clinical,” “Teaching,” or “Research,” under the conditions and with the incidents herein provided. Such an appointment, utilizing any of the foregoing title designations, is appropriate for one who possesses unusual qualifications for teaching, research, academic administration, or public service from an academic base, but for whom none of the professorial ranks nor the instructor rank is appropriate because of the limited duration of the mission for which appointed, or because of concern for continued availability of special funding for the position, or for other valid institutional reasons.”

*Submitted by the Committee on Fixed-Term Faculty.*

Comment: [to be added by the Committee]