TO: Tim Hanusa, Chair of the Faculty Council in the College of Arts and Science
FROM: Ad Hoc Committee on Non-Tenure Track Faculty, College of Arts and Science
Beth A. Conklin (chair), Marshall Eakin, John Rafter, Virginia Scott

RE: Proposal to amend the Faculty Manual of Vanderbilt University to create a new non-tenure-track rank of Principal Senior Lecturer

The committee was charged by Carolyn Dever, Dean of the College of Arts and Science, to develop a proposal to create a new, higher-status rank for non-tenure-track instructional faculty. The creation of a new rank requires an amendment to the Faculty Manual of the University.

Proposal:
We propose to create a new title and rank of Principal Senior Lecturer, to designate a higher-status position for non-tenure-track teaching appointments beyond the current ranks of Lecturer and Senior Lecturer. To do so, we propose to amend the Faculty Manual (Chapter 1, Section B; and Chapter 2, Section B) as follows (see Appendix A showing the insertion of revised wording).

Amend Chapter 1: Academic Titles at Vanderbilt, section B: Titles of Non-Tenured Faculty (p. 38) to read:

Lecturer in ____________________
Senior Lecturer in ____________________
Principal Senior Lecturer in ____________________

The titles Lecturer, Senior Lecturer, and Principal Senior Lecturer designate teaching appointments that are not within the normal promotion sequence from Instructor to Professor. Lecturers may be part time or full time and are appointed for terms of no more than one year. Senior Lecturers may hold part-time or full-time teaching positions and may be appointed for terms of no more than three years. Principal Senior Lecturers may hold part-time or full-time teaching positions and may be appointed for terms of no more than five years. Further differences among the three categories may be stipulated by a school with the approval of the Chancellor.

Amend Chapter 2: Retirement Programs, section B: Salary Supplement (p. 144) to read:

SALARY SUPPLEMENT
Subject to the conditions stated in Section A, above, Investment of Contributions, the following will receive a taxable salary supplement equal to five percent (5%) of their salary, up to $10,500: professors, associate professors, assistant professors, professors of the practice, lecturers, senior lecturers, principal senior lecturers, and instructors; …
Rationale:
Non-tenure-track faculty play significant roles and make valued contributions to the University’s mission of teaching excellence. The University can enhance its ability to attract and retain outstanding instructors by expanding non-tenure-track instructor positions to include a higher rank with a potentially longer term of appointment offering more career stability. This rank will offer a way to recognize the achievements and contributions of outstanding faculty in non-tenure appointments and secure their ongoing participation. This also may enhance the University’s resources for recruiting faculty (e.g., in spousal/partner hires and other special opportunities).

Background:
This is the fourth committee in the College of Arts and Science appointed to examine this issue. The first committee (2004-05), chaired by Professor Malcolm Getz, compiled extensive data on lecturers and senior lecturers and produced a detailed report that proposed a sequence of three ranks (Lecturer, Senior Lecturer, Vanderbilt Lecturer), with specific criteria for eligibility, service, and qualifications for promotion. In 2009-2010, a committee chaired by Professors Michael Bess and Kassian Kovalcheck revisited this question and approved a revised version of the Getz committee proposal (with ranks of Lecturer, Senior Lecturer, and Principal Senior Lecturer). In 2010-2011, a committee chaired by Professor Karen Campbell updated the data on lecturers in the College of Arts and Science and discussed the problem of titling this new rank. We appreciate the efforts of these previous committees, whose reports are available at: http://www.vanderbilt.edu/cas/facultycouncil/nttreports

Former proposals foundered on the shoals of terminology: What to call a new position? Many possible titles have been ruled out, for legal reasons, because they use a term that already is part of an existing academic title (e.g., Distinguished, University, Vanderbilt), or because they collide with overlapping school names (e.g., College). Similarly, titles based on ‘[....] of the Practice of Teaching’ are ruled out because at Vanderbilt, titles with ‘Practice of’ designate instruction in professional practice activities. Titles named after individuals are ruled out because this is tied to fund-raising, which is not within the purview of this change. ‘Master’ and ‘Mistress’ are not acceptable. An extensive search of other universities’ titles yielded no more workable alternatives.

Our committee concluded that, within the parameters outlined above, Principal Senior Lecturer is the best title for this new, higher rank. The Bess-Kovalcheck committee also proposed this title, but their proposal did not move forward because it framed the expansion of non-tenure-track positions as a way to free tenured and tenure-track faculty to pursue more research. The College of Arts and Science leadership emphatically affirms the centrality of teaching (undergraduate as well as graduate) for all faculty at all levels.

What this proposed amendment does NOT do:
* It does not imply or facilitate any reduction or diminishment in teaching activities or teaching excellence for tenure-stream faculty.
* It does not signal an intent to expand the number of non-tenure-track faculty, nor to increase the share of instruction they provide to the University.

* It does not change the titles or terms of employment of any current Lecturers or Senior Lecturers. All current instructors will continue to hold their current rank; in other words, all Senior Lecturers with continuing contracts will be ‘grandfathered in’ at their current rank.

* It does not presume any system of automatic consideration or evaluation for advancement from Senior Lecturer to Principal Senior Lecturer. A department or program may wish to nominate a current Senior Lecturer for promotion to Principal Senior Lecturer; but there is no expectation that all non-tenure track instructors eventually will advance to higher ranks. In contrast to earlier committees (2004-05 and 2009-2010) that used the terminology of ‘parallel tracks’ for tenure-track and non-tenure-track faculty, our committee recognizes that these tracks are not strictly parallel, but differ in the process for promotion in rank. Although there will be three ranks in both the non-tenure track (Lecturer, Senior Lecturer, Principal Senior Lecturer) and tenure-track (Assistant, Associate, Full Professor), the non-tenure-track positions are not linked by any requirement for instructors to be evaluated for promotion at a specified time (as is the case for untenured tenure-track instructors). In the future, colleges and schools may wish to specify criteria and processes for promotion in non-tenure-track ranks, but this is not part of this proposal to amend the University’s Faculty Manual to include this new rank.

Appointment to the rank of Principal Senior Lecturer, including promotion from Senior Lecturer to Principal Senior Lecturer, will be initiated and evaluated according to established procedures in departments, programs, colleges, and schools.

In the College of Arts and Science, if this amendment to the Faculty Manual is adopted by the Faculty Senate, the A&S Rules and Procedures for Faculty Appointments, Renewals, Promotions, and Tenure will need to be amended to include this new rank and procedures for its implementation (in sections on appointments, renewals, personnel decisions, and resignations). We note that the current descriptions for Lecturer and Senior Lecturer positions also need to be revised and updated to be clear and consistent.

Our committee identified a number of issues related to the roles of non-tenure-track faculty that fall outside our committee’s narrow charge to address the question of creating a third, non-tenure lecturer rank. In particular, we call attention to dedicated instructors’ needs for opportunities and resources for professional development, especially for those who demonstrate exceptional and long-term commitments to the University’s pedagogical mission. In the future, we hope that consideration will be given to developing support for non-tenure-stream instructors (such as funding for participation in scholarly conferences or teaching workshops) and measures to facilitate career development and scholarly engagement. Enhancing the effectiveness and sophistication of teaching at all levels benefits our University’s entire educational community.
Appendix A: Proposed revisions [shown in red] to two sections in The Faculty Manual:

Page 38:
Chapter 1: Academic Titles at Vanderbilt, section B: Titles of Non-Tenured Faculty:

Lecturer in ______
Senior Lecturer in ______
Principal Lecturer in ______

The titles Lecturer, Senior Lecturer, and Principal Senior Lecturer designate teaching appointments that are not within the normal promotion sequence from Instructor to Professor. Lecturers may be part time or full time and are appointed for terms of no more than one year. Senior Lecturers may hold part-time or full-time teaching positions and may be appointed for terms of no more than three years. Principal Lecturers may hold part-time or full-time teaching positions and may be appointed for terms of no more than five years. Further differences between the two three categories may be stipulated by a school with the approval of the Chancellor.

Page 144:
Chapter 2: Retirement Programs, section B:

SALARY SUPPLEMENT
Subject to the conditions stated in Section A, above, Investment of Contributions, the following will receive a taxable salary supplement equal to five percent (5%) of their salary, up to $10,500: professors, associate professors, assistant professors, professors of the practice, lecturers, senior lecturers, principal senior lecturers, and instructors; 
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