

## **ADDENDUM TO COMMITTEE ON FIXED-TERM FACULTY ANNUAL REPORT**

### **Analysis of Responses to the Lecturer, Senior Lecturer, Teaching Professor Promotion Sequence**

#### **College of Arts and Sciences**

**26 April 2013**

The two-week postponement of the final Faculty Council meeting allowed members of the 20123-2013 Committee on Fixed-Term Faculty to examine more of the data collected in the survey on titles for the third-tier position. Senior Lecturer with Distinction garnered the highest percentage of favorable responses (65% of all survey respondents and 65% in the College of Arts and Sciences). The title sequence with the second highest rate of approval was Lecturer, Senior Lecturer, Teaching Professor (47% of all survey respondents and 48% of the College of Arts and Sciences).

Committee members decided to examine more closely the written comments faculty members included for the Teaching Professor option. The Committee wanted to learn whether the term “Professor” in a title for Fixed-term Faculty affected the responses of those taking the survey. Since the issue most affects the College of Arts and Sciences, committee members limited themselves to the responses from that group. The Committee also divided the respondents into two groups: Tenured/Tenure-track faculty and Fixed-term Faculty. (455 tenured or tenure-track faculty responded to the survey and 149 fixed-term faculty responded. The charts represent those in each group who wrote comments on the title). The charts further divide the responses into two categories: “Positive” for responses favoring this title sequence and “Negative” for responses critical of the sequence.

The findings are catalogued in the charts below. An examination of the responses suggests that having the term “Professor” in the title was not a major factor in faculty preferring “Senior Lecturer with Distinction” over the “Teaching Professor” option. Many respondents thought “Teaching Professor” was a more suitable job description than “Lecturer” of the work Fixed-term faculty perform in the College. A number of people suggested making the Lecturer sequence more parallel and more in sync with title conventions by calling the three tiers Assistant Teaching Professor, Associate Teaching Professor, and Teaching Professor.

Faculty who did not like the title rejected it mainly because the sequence “Lecturer, Senior Lecturer, and Teaching Professor” did not have an inherent logic signifying that “Teaching Professor” Positive responses was a higher rank than “Senior Lecturer.” Another large body of comments felt the title was either meaningless because everyone in the College is a teaching professor or because it suggested that Tenured/Tenure-track faculty, as well as Lecturers and Senior Lecturers, do not teach. Though some faculty wrote that the title “Professor” should be reserved only for faculty with a major research responsibility, the majority of respondents focused more on the positive and negative aspects of the adjective “teaching” than on the title “professor.”

### Positive Responses to the Lecturer, Senior Lecturer, Teaching Professor

Response	Tenure-track faculty	Fixed-term faculty
Title reflects the work lecturers actually do and the level of respect that should be acknowledged for it	23	21
Title would make more sense to have Assistant Teaching Professor, Associate Teaching Professor, Teaching Professor	9	8
Irrelevant; students call everyone professor	1	0
Good choice because Teaching Professor and Professor of the Practice exist at other institutions	6	0
A Teaching Professor sequences is more consistent with sequences such as Clinical and Research professor	0	3
Professor is recognizable and appropriate terminology for someone with a PhD	0	4

### Negative Responses to the Lecturer, Senior Lecturer, Teaching Professor Sequence

Response	Tenure-track faculty	Fixed-term faculty
Progression track does not signal that Teaching Professor is higher than Senior lecture/, un-parallel sequence	50	10
Title suggests that tenure-track faculty and lecturers do not teach	49	8
The title "professor" means or implies tenure-track	15	3
The title "professor" implies research as well as teaching	9	0
Title does not acknowledge that lecturers publish, advise, mentor in addition to teach	7	5
Title would confuse distinction between tenured and fixed term faculty/ Sets up two types of professors	10	3
The title has no meaning outside UNC College of Arts and Sciences	5	5
Sounds awkward, redundant, bizarre, patronizing	7	0
Suggests that teaching is a lesser occupation than research	0	4
Would probably be confused with teaching assistant/teaching fellow	0	4
Implies a professor of teaching	2	
Sounds like someone who failed to get tenure	1	
Distinguished Lecturer would be better	1	