Titles Used to Appoint Non-tenure Track Teaching Faculty at CIC Institutions  
November, 2014

In November 2014, the CIC Academic Leadership Program liaisons were surveyed to determine the titles used to appoint non-tenure track teaching faculty. 14 out of 15 institutions responded to the survey. 7 institutions (U of Chicago, U of Maryland, Indiana University, U of Michigan, U of Minnesota, The Ohio State University, and Pennsylvania State University) primarily utilize a Lecturer title or a series of Lecturer titles (e.g., Senior Lecturer, Principal Lecturer) for non-tenure track instructional staff.

7 institutions (U of Illinois, U of Iowa, Michigan State University, U of Nebraska-Lincoln, Purdue University, Rutgers University, University of Wisconsin-Madison) utilize a mix of titles for non-tenure track instructional staff which can include the titles such as but not limited to: Lecturer, Adjunct (Assistant Professor, Associate Professor, Professor), and Professor of Practice.

A compilation of the responses from each campus follows.

University of Chicago

U of Chicago uses two titles: Lecturer and Senior Lecturer.

University of Illinois

University of Illinois uses the titles of:

- Instructor and Senior Instructor
- Lecturer and Senior Lecturer
- Teaching Assistant Professor, Teaching Associate Professor and Teaching Professor

The policy is located here:  
http://provost.illinois.edu/Communication/25/ProvostCommNo25_SpecializedFaculty.pdf

Indiana University

Indiana University has an array of titles for instructional non-tenure track faculty:

- Lecturer and Senior Lecturer
- Clinical Assistant Professor, Clinical Associate Professor, Clinical Professor
- Professors of Practice

The policy can be found here:  
https://www.indiana.edu/~vpfaa/academicguide/index.php/Policy_A-3
University of Iowa

The role and responsibilities of Lecturers are currently under review by our Faculty Senate and our office has recently worked with colleges to establish policies governing Lecturers.

As for titles used to appoint non-tenure track teaching faculty -- we have three “regular” tracks of faculty (e.g., tenure-track, clinical-track, research-track) and also a status called “fixed-term” faculty, which includes Adjuncts and Lecturers (see Faculty Rank and Status Codes: https://provost.uiowa.edu/faculty-rank-and-status-codes). Faculty who teach as part of or the bulk of their appointments can be found throughout all tracks. The ranks of Professor, Associate Professor, Assistant Professor, and Instructor (less common) are used within the regular-track faculty and Adjuncts; Lecturer and more recently, Senior Lecturer, are additional titles for renewable-term appointments that focus primarily on teaching. Adjunct appointments must be 50% or less; Lecturer appointments can be 0-100%.

University of Maryland

Up until 3 years ago, we primarily used “Lecturer” and “Senior Lecturer” for our instructional faculty; the title “Instructor” was reserved for a small handful of full time instructional faculty who had been given job security back in the 90s, something we no longer do.

3 years ago, we add the Clinical Professor series (Assistant, Associate, full), which was available in the University System of Maryland but which had never been activated here. Several departments have now reappointed many of their long-time Lecturers in the Clinical ranks.

This past spring we added “Principal Lecturer” to the lecturer series to provide symmetry in the opportunities for promotions for the Lecturer track, i.e. a third level. Our Senate’s Faculty Affairs Committee is currently drafting campus-wide guidelines for evaluations and promotions of both instructional and research faculty.

All of these changes have been part of a broader effort to regularize and bring some rationality to our Professional Track Faculty titles and appointments, which we have institutionalized through revisions to our Appointment, Tenure and Promotion policy, available at http://www.president.umd.edu/policies/2014-ii-100a.html.

University of Michigan

At Michigan, lecturer is the most frequently used title for non-tenure track teaching faculty. The majority of them are unionized in the Lecturer Employee Organization (LEO).

Details about our faculty title policy are here:

http://www.provost.umich.edu/faculty/handbook/5/5.C.html
Michigan State University

At MSU, we use a variety of titles for non-tenure track teaching faculty. These include Assistant Instructor, Instructor, Lecturer, Specialist-Teacher, Assistant Professor, Associate Professor, and Professor. The titles can be found here:

http://www.hr.msu.edu/documents/facacadhandbooks/academichiring/academicPositions.htm

University of Minnesota

Teaching specialist (M.A. typically required), lecturer, senior lecturer are the most commonly used non-tenure system teaching faculty. In most colleges lecturer and senior lecturer require the Ph.D. or equivalent.

Most non-tenure system faculty are clinical faculty and not primarily teaching faculty although there are some exceptions. Some colleges have used non-tenure faculty designation as an extension of the teaching specialist -- senior lecturer promotional ladder (e.g. someone with years of experience overseeing and teaching in a large introductory program such as biology or chemistry).

There is occasional push for more widespread use of faculty categories for non-tenure system teachers. One concern among others for not moving in that direction is that the use of a faculty designation for teachers more readily can be perceived as an erosion of tenure.

The policy is located here: http://policy.umn.edu/policies/hr/hiring/teaching.html

University of Nebraska-Lincoln

At UNL, we have three categories of non-track faculty:

1. Research Faculty (Assistant, Associate and Full) for faculty who are essentially exclusively conducting research in support of large grants/centers. These faculty are also almost exclusively paid from external sources.

2. Faculty of Practice (Assistant, Associate and Full) for faculty who are essentially exclusively responsible for teaching. These faculty are supported on state funds. These positions were created about 10 years ago and evolved out of the full-time lecturer ranks.

3. Lecturer, Adjunct, etc.: These are now used almost exclusively for part-time temporary instruction.

You can find additional information about each position and rank at http://svcaa.unl.edu/searches-appointments/appointments-templates

Northwestern University
No response received.

**The Ohio State University**

The overall description of OSU’s various titles is here:


A shorter summary/chart is here:

http://oaa.osu.edu/assets/files/documents/FacultyRankTitleCodes.pdf

**Pennsylvania State University**

Most of ours are lecturers and instructors. Except in our College of Medicine, we have few non-tenure track faculty who hold the assistant, associate, and professor titles.

http://guru.psu.edu/policies/OHR/hr21.html

**Purdue University**

There are various titles used for our non-tenure track faculty. Purdue University uses the following titles for non-tenure track faculty:

- Research Faculty (non-teaching, soft-money funded)  
  (link to policy is http://www.purdue.edu/policies/human-resources/vf8.html)

- Continuing Lecturers (limited to 15% of faculty on campus)- Teaching only  
  (link to policy: http://www.purdue.edu/policies/human-resources/b-50.html)

- Limited term lecturers

- Visiting Professors

- Clinical faculty are practitioners who also teach. Clinical and research faculty have ladders for promotion (assistant-associate-full), continuing lecturers do not. Procedures for promotion laid out on Provost’s webpage:  
  http://www.purdue.edu/provost/policies/index.html

- Limited term lecturers and visiting professors are limited term (only a few years).

All of our formal, official current policies are available on the policy webpage:

http://www.purdue.edu/policies/

The main one for continuing lecturers, LTLs, and others (as above) is:  
(link to policy: http://www.purdue.edu/policies/human-resources/b-50.html)
Rutgers University

Rutgers uses Instructor, Lecturer, and a new (since Dec 2013) designated instructional career ladder series outlined in the attached (below).

University of Wisconsin-Madison

We have a host of titles used for instructional academic staff. (Academic staff hold non-tenure track appointments in research, teaching, outreach and administration.) The main titles are adjunct professor (assistant, associate, and no-prefix), clinical professor, clinical adjunct professor, faculty assistant, and faculty associate. The full list can be found here, http://www.ohr.wisc.edu/polproced/UTG/TitleDesc2.html -- scroll down to "Instructional Functional Area."