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. A compilation of the responses from each campus can be found in a separate
document.

Observations/Findings:

1. 7 institutions primarily utilize a series of Lecturer titles (e.g., Lecturer, Senior Lecturer,
    Principal Lecturer) for non-tenure track instructional staff
    (U of Chicago, U of Maryland, Indiana University, U of Michigan, U of Minnesota, The
    Ohio State University, and Pennsylvania State University)

    a. 5 of the 7 institutions that primarily utilize a series of Lecturer titles use the series
        of Lecturer and Senior Lecturer. Other varieties include Lecturer, Senior Lecturer
        and Principal Lecturer (University of Maryland) and Lecturer I, Lecturer II,
        Lecturer III, and Lecturer IV (University of Michigan).

2. 7 institutions 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.
    (U of Illinois, U of Iowa, Michigan State University, U of Nebraska-Lincoln, Purdue
    University, Rutgers University, University of Wisconsin-Madison)

    a. All but one of the institutions which utilize a mix of titles for non-tenure track
        faculty include a prefix or descriptor appended to the ranks of Assistant,
        Associate, and full Professor to distinguish the titles as instructional staff. Some
        of the common prefixes/descriptors are “Adjunct Professor, “Teaching Professor,”
        or “Professor of Practice.” The only institution of the 7 that does not include a
        descriptor distinguishing non-tenure track faculty from regular tenure track
        faculty is Michigan State University.

    b. All but one of the institutions which utilize a mix of titles for non-tenure track
        faculty include parameters or restrictions when utilizing faculty ranks of
        Assistant, Associate or Professor titles for non-tenure track faculty. The only
        institution of the 7 that does not include parameters or restrictions is Michigan
        State University.

For example, the University of Illinois requires that, “appointment to a teaching
professor title (assistant, associate and full) will require demonstration that the
individual is making an instructional and curricular impact both within the
department and beyond, either through scholarly publications, invited talks, or
other related activities involving their discipline, pedagogy and student interactions. Appointment to a teaching professor title must be supported by an extraordinary record of accomplishment and should only occur when such a record exists, regardless of the length of service of the candidate. In addition, the individual must hold a terminal degree…. Because this position carries with it the title of professor, the review of the candidate’s credentials and experience must be rigorous."

In addition, Indiana University requires that, “The primary responsibility of Professors of Practice is teaching… Appointments of Professors of Practice are restricted to those who have achieved distinction in their chosen field of practice, and who bring to the University unique practical experiences and talents that will benefit our students. Appointees shall hold the terminal professional degree in the field or give evidence of equivalent capabilities by virtue of experience… Candidates for initial appointments as Professor of Practice shall be reviewed by faculty in the appointing academic unit; a majority vote in favor among eligible faculty is required for appointment. Candidates for initial appointments as Professor of Practice will have their credentials reviewed by the Provost/Chancellor or designee, who must approve the offer.”

University of Iowa only allows faculty ranks to be used for non-tenure track instructional staff when they meet the definition of “Adjunct.” University of Iowa’s definition of adjunct is: “Adjunct faculty (Assistant, Associate, or Professor) hold their primary position elsewhere. This person may be a P&S staff member at the University or employed elsewhere in the surrounding community, whose areas of expertise are insufficiently represented on the faculty. Adjunct faculty ordinarily hold a terminal degree in the field and their responsibilities may involve teaching, teaching support, research, patient care, or clinical/practicum supervision. These appointments must be less than 50% and may or may not be compensated. Adjunct appointments are always temporary, part-time and do not include benefits.”

University of Wisconsin-Madison identifies Adjunct Assistant Professor, Adjunct Associate Professor and Adjunct Professor as “persons from a non-instructional institution and persons whose professional career is primarily outside of University instruction. Must be performing primarily instructional activities. In some circumstances the title may be appropriate for those whose full-time continuing teaching assignments are practicum-oriented. All new appointments to adjunct titles must have the prior approval of the Dean/Director of the division. Requests for such approval must indicate why an adjunct rather than lecturer title is appropriate. Such requests must be accompanied by a professional biography of the candidate. Use of this title is subject to semi-annual audit by the Office of Human Resources.”