**Proposed changes related to Professor of Practice position**

*Declare the position as follows:*

5.132 (c)

c.      Professor of Practice Ranks

Normally, professor of practice faculty members are appointed to the entry-level rank of assistant professor of practice and must meet the criteria outlined below. Appointments to higher ranks shall be guided by the promotion criteria (see section 5.221).

(1)   Educational Background and Teaching Experience

The purpose of the professor of practice rank is to create a position that will allow SOU the flexibility to hire and retain faculty with significant relevant professional background, but without the terminal degree as defined in 5.230. "Significant relevant professional background" will be left to the discretion of the relevant division, but should be comparable to a terminal degree in terms of expertise in a given field or fields. To this end, all expectations for a professor of practice can be assumed to be identical to those of a professor, except where otherwise noted.

(2)   Teaching Effectiveness, Scholarship, and Service

A candidate’s application materials should demonstrate the potential for excellence in teaching, developing a record of scholarship suitable for promotion to associate professor of practice, and active participation in the life of the institution and profession (see sections 5.224-5.226). The search committee shall only recommend candidates they determine have sufficient potential in each of these areas.

*Shift – 5.132(c) becomes 5.132(d)*

5.221

1.      Promotion and Tenure Criteria

***Question: Should these be the same as for Professorial (Associate and Professor?)***

5.223 – Educational Background and Experience

5.223 (d)

d.       Associate Professor of Practice

Faculty members applying for promotion to associate professor of practice must have completed at least the equivalent of five academic years of full-time college teaching in the appropriate discipline at the assistant professor of practice level or above (see section 5.240). Faculty with permanent part-time appointments who clearly meet all promotion criteria except the years of experience may be considered for promotion if they have completed at least seven academic years of college teaching in the appropriate discipline at the assistant professor of practice level or above.

***Shifts***

***Old 5.223(d) becomes 5.223(e)***

***Old 5.223(e) becomes 5.223(f)***

 5.223 (g) – *new language*

g.       Professor of Practice

Faculty members applying for promotion to Professor of Practice must have at least the equivalent of six academic years of full-time college teaching in the appropriate discipline at the associate professor of practice level or above (see section 5.240). Faculty with permanent part-time appointments who clearly meet all promotion criteria except the years of experience may be considered for promotion if they have completed at least eight academic years of college teaching in the appropriate discipline at the associate professor of practice level or above.

There may be rare situations where individuals are able to accumulate a significant portfolio of achievements that merits waiving the educational background and/or experience criteria above. The Chair, in consultation with the Director and Provost, shall place a notation to this effect in the individual’s personnel file. The notation must be signed by the faculty member and approved by the Chair, Director and Provost. This notation will be made available to the individual for inclusion with any application for promotion or tenure.

***Question: Is it possible to avoid amending 5.220, 5.221, 5.353, 5.364, 5.370, 5.400, 5.421 and 5.510, because, as stated above, “***… all expectations for a professor of practice can be assumed to be identical to those of a professor, except where otherwise noted.”***?***

 5.225

***Question: Are changes necessary in the following section specific to the POP position?***

OAR 580-020-0005 says: “Scholarly activity may or may not be required.”

5.      Scholarship Expectations

Professional development centers on a faculty member receiving new information or gaining new understanding. In contrast, scholarly activity centers on pursuing *and* sharing new knowledge or insight.

Scholarly activity may vary over a faculty member’s career and be demonstrated in a variety of ways. However, common to all should be:

         Originality —creating new knowledge, insight or artistic works

         Meaningfulness — contributing to the profession or the public good

         Review — affirmation of meaningful contribution by appropriate peers

         Dissemination — sharing work beyond the University

**Proposed addition (5.225a)**

"It should be noted that scholarship is defined widely enough that typical scholarship expectations for a professor of practice will mirror that of its professorial counterparts. However in rare cases where a division may benefit from defining scholarship differently, exceptions can be made at the approval of the Provost. In these rare circumstances, the magnitude and excellence of the scholarship should meet or exceed those as defined here in 5.225."

**Other questions:**

How will hiring divisions decide whether an individual has met the qualifications?

The text given above sites:

"significant relevant professional background, but without the terminal degree"

OAR 580-020-0005 says:

“Clinical faculty or professor of practice members are licensed or certified professionals, or individuals in professional fields.”

Should the by-laws be more specific regarding the qualifications a professor of practice must hold in order to be hired?

Should there be any differentiation in the specification of teaching duties for ‘practice’ ranks vs. the other ranks, especially with regard to the setting of the instruction?

OAR 580-020-0005 says:

“The major responsibility [of a Professor of Practice] involves the education of students/learners in academic and clinical settings, supervising clinical experiences, and/or engaging in professionally related community service.”

The OAR gives no guidance on the teaching setting for the faculty ranks other than ‘practice’.

**Other notes:**

Addition of 'practice' ranks would necessitate changing the CBA and determining compensation ladders for people hired under the 'practice' ranks.