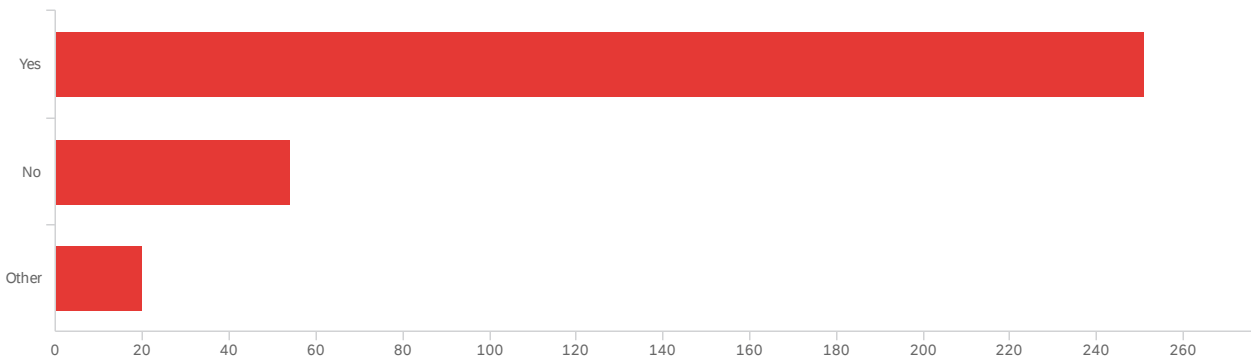


# Default Report

Academic Titles

October 20, 2023 3:39 PM CDT

Q2 - Clinical faculty contribute to the service, and/or teaching, and/or outreach missions of the University. The clinical faculty designation is used for positions that require clinical teaching and/or clinical supervision and/or clinical direction. For example, a Clinical Assistant Professor could be used in the Department of Nursing & Public Health, or in the College of Education, for a term/renewable term faculty member. Do you support the Clinical Assistant Professor title (with opportunity for promotion to Clinical Associate Professor and Clinical Professor) for term and renewable term faculty?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Clinical faculty contribute to the service, and/or teaching, and/or outreach missions of the University. The clinical faculty designation is used for positions that require clinical teaching and/or clinical supervision and/or clinical direction. For example, a Clinical Assistant Professor could be used in the Department of Nursing & Public Health, or in the College of Education, for a term/renewable term faculty member. Do you support the Clinical Assistant Professor title (with opportunity for promotion to Clinical Associate Professor and Clinical Professor) for term and renewable term faculty? - Selected Choice	1.00	3.00	1.29	0.57	0.33	325

#	Field	Choice Count
1	Yes	77.23% 251
2	No	16.62% 54
3	Other	6.15% 20
		325

Showing rows 1 - 4 of 4

## Q2\_3\_TEXT - Other

Other

Decision to be voted upon per faculty within academic units.

I am on the fence, as I can pluses and negatives regarding the proposed change

If they have the terminal degree in the field, then yes. Otherwise, no. This is completely aside from what one prefers students to call them, as I think Professor \_\_\_ is appropriate in that context.

depends on strength of CV

I think it is important for the University to be transparent re: how many tenure-track professors make up the faculty vs. those that are term and renewable. To the extent that this designation obscures that distinction, I have concerns.

Clinical Assistant Instructor

if they possess a terminal degree

I like the Professor designation but not the addition of clinical.

I prefer a title that distinguishes between permanent and nonpermanent faculty; if we intend to renew indefinitely then make these positions tenure stream

I believe these should align with other titles at the U. Clinical Assistant Instructor

Professor should only be reserved for faculty with a terminal degree regardless of employment type.

Only at the doctoral level

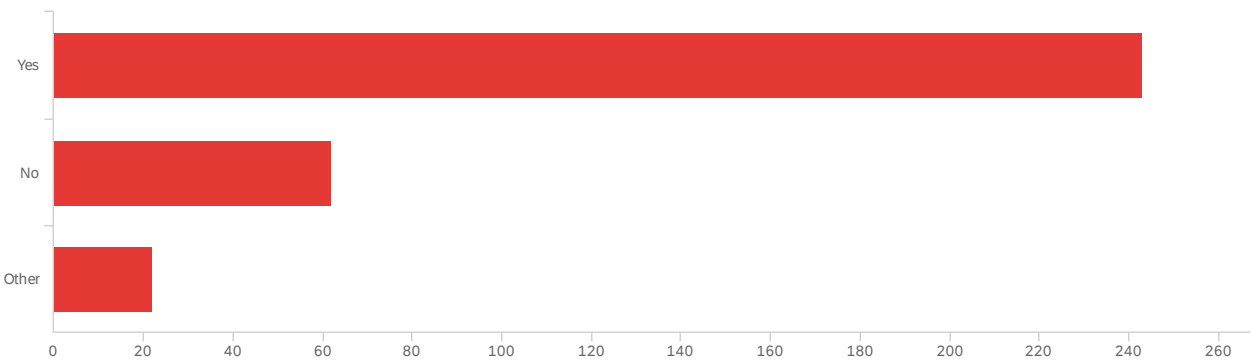
Will the title change impact the count of faculty on campus? Will the title change result in TT and T faculty being let go, or replaced with these newly titled faculty?

only if tenure-eligible

only if their position requires a PhD, EdD or other doctorate

"Assistant Professor" seems misleading when a person is not tenure-track.

Q3 - Practitioner faculty are highly experienced individuals in a relevant field of professional practice who can provide effective, practice-oriented instruction and contribute to the teaching, service, and outreach missions of the University. For example, an Assistant Professor of Practice could be used in the College of Business, or in Applied Engineering, for a term/renewable term faculty member with high-level professional experience. Do you support the Assistant Professor of Practice title (with opportunity for promotion to Associate Professor of Practice and Professor of Practice) for term and renewable term faculty?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Practitioner faculty are highly experienced individuals in a relevant field of professional practice who can provide effective, practice-oriented instruction and contribute to the teaching, service, and outreach missions of the University. For example, an Assistant Professor of Practice could be used in the College of Business, or in Applied Engineering, for a term/renewable term faculty member with high-level professional experience. Do you support the Assistant Professor of Practice title (with opportunity for promotion to Associate Professor of Practice and Professor of Practice) for term and renewable term faculty? - Selected Choice	1.00	3.00	1.32	0.59	0.35	327

#	Field	Choice Count
1	Yes	74.31% 243
2	No	18.96% 62
3	Other	6.73% 22
		327

Showing rows 1 - 4 of 4

### Q3\_3\_TEXT - Other

Other

Decision to be voted upon per faculty within academic units

I am on the fence, as I can pluses and negatives regarding the proposed change

I support it at Asst and Assoc; not Full

I feel they should have an advanced degree (beyond bachelor's) in order to be eligible for such a title. Again, what they tell students to call them is a different matter.

No, mainly because I fear this would replace tenured lines

see concerns listed above

I am concerned this title will allow administration to "disguise" the over reliance on adjunct and term faculty. I would prefer this role and the Assistant Professor of Instruction have the title Clinical Assistant Professor.

if they possess a terminal degree

not sure on this one

I would prefer Assistant Practitioner in (Dept name)

Why have different titles? How would someone know the difference between Professor of Practice and Professor of Instruction? You are splitting hairs. Plus I do all three. Is my title then Professor of Clinical, Practice, and Instruction?

I prefer a title that distinguishes between permanent and nonpermanent faculty; if we intend to renew indefinitely then make these positions tenure stream

Again - align with other U. Assistant Instructor of Practice (akin to term/renewable)

Professor should only be reserved for faculty with a terminal degree regardless of employment type.

Only at the doctoral level

Don't care for the term practice...perhaps "Application"

Other

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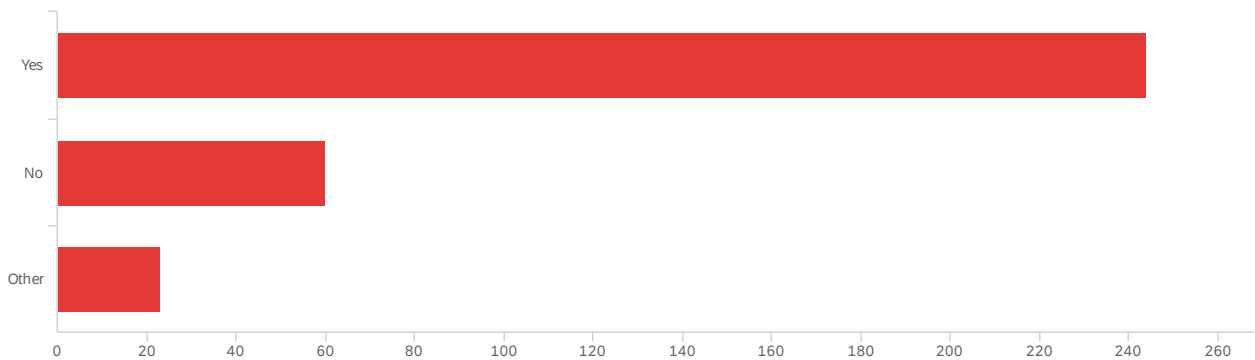
Will the title change impact the count of faculty on campus? Will the title change result in TT and T faculty being let go, or replaced with these newly titled faculty?

only if tenure-eligible

only if their position requires a PhD, EdD or other doctorateires a PhD, EdD or other doctorate

"Assistant Professor" seems misleading when a person is not tenure-track.

Q4 - Instructional faculty are primarily assigned to classroom teaching duties, and may also undertake other instructional activities such as advising students, leading independent studies, or assisting with course development. For example, an Assistant Professor of Instruction could be used in programs in the humanities, arts, sciences, and social sciences for term/renewable term faculty with excellent teaching skills. Do you support the Assistant Professor of Instruction title (with opportunity for promotion to Associate Professor of Instruction and Professor of Instruction) for term and renewable term faculty?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Instructional faculty are primarily assigned to classroom teaching duties, and may also undertake other instructional activities such as advising students, leading independent studies, or assisting with course development. For example, an Assistant Professor of Instruction could be used in programs in the humanities, arts, sciences, and social sciences for term/renewable term faculty with excellent teaching skills. Do you support the Assistant Professor of Instruction title (with opportunity for promotion to Associate Professor of Instruction and Professor of Instruction) for term and renewable term faculty? - Selected Choice	1.00	3.00	1.32	0.60	0.36	327

#	Field	Choice Count
1	Yes	74.62% 244
2	No	18.35% 60
3	Other	7.03% 23
		327

Showing rows 1 - 4 of 4

#### Q4\_3\_TEXT - Other

Other

Decision to be voted upon per faculty within academic units

I am on the fence, as I can pluses and negatives regarding the proposed change

I support it at Asst and Assoc; not Full

If they have the terminal degree in the field,.then yes. Otherwise, no.

no, they should be called a lecturer

see concerns listed above

Assistant Instructor

I would prefer individuals in this role have the title "Clinical Professor"

if they possess a terminal degree

Why not "lecturer".

Someone who just advises students should not be a professor (as in the College of Business). These are 21-year-olds that just graduated from UNI!

Not heard of this term before and it can be somewhat a confusing title

This seems like it could lead to confusion with COE programs that use "instruction" to mean PK-12.

I prefer a title that distinguishes between permanent and nonpermanent faculty; if we intend to renew indefinitely then make these positions tenure stream

Professor should only be reserved for faculty with a terminal degree regardless of employment type.

Only at doctoral level

Will the title change impact the count of faculty on campus? Will the title change result in TT and T faculty being let go, or replaced with these newly titled faculty?

Other

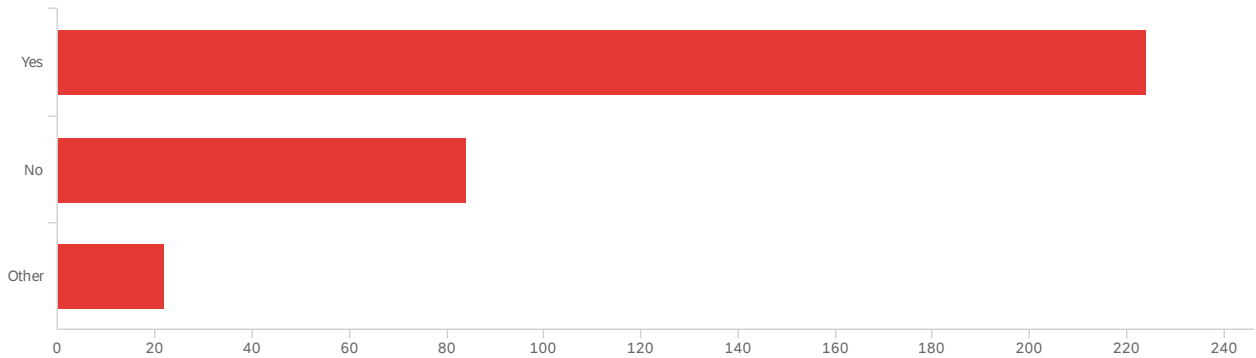
As long as they hold a doctorate degree. Professor should indicate Doctorate level otherwise Instructor should only be used.

only if their position requires a PhD, EdD or other doctorate

"Assistant Professor" seems misleading when a person is not tenure-track.



Q5 - Would you support the "professor" title for adjunct/temporary faculty (e.g., Assistant Adjunct Professor, Associate Adjunct Professor, Adjunct Professor)?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Would you support the "professor" title for adjunct/temporary faculty (e.g., Assistant Adjunct Professor, Associate Adjunct Professor, Adjunct Professor)? - Selected Choice	1.00	3.00	1.39	0.61	0.37	330

#	Field	Choice Count
1	Yes	67.88% 224
2	No	25.45% 84
3	Other	6.67% 22
		330

Showing rows 1 - 4 of 4

Q5\_3\_TEXT - Other

Other

yes, I would support this in certain cases

I am on the fence, as I can pluses and negatives regarding the proposed change

I support it at Asst and Assoc; not Full

Again, if they have the terminal degree or at least an advanced degree, depending on the conventions of the discipline, then yes. However, there may need to be a different name for the most advanced level, since Adjunct Professor is what we currently call an adjunct.

Other

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Yes, If they have their terminal degree

Instructor

Adjunct Assistant Professor- I don't trust administration to misuse these titles.

if they possess a terminal degree

I am not sure about this.

So long as "Adjunct" is in the title so that there is a distinction between permanent and nonpermanent contracts

Only if this change were made for ALL adjunct/temporary

Professor should only be reserved for faculty with a terminal degree regardless of employment type.

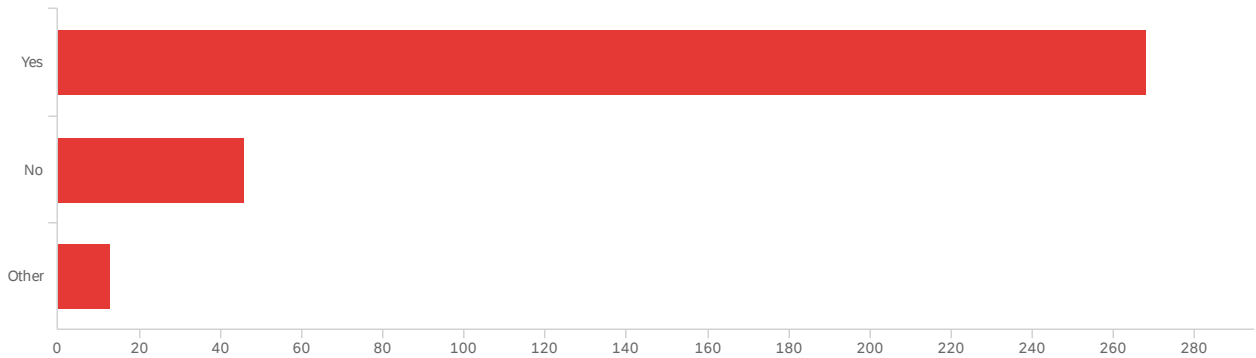
Will the title change impact the count of faculty on campus? Will the title change result in TT and T faculty being let go, or replaced with these newly titled faculty?

Only if they have a doctorate level of education in their field.

Only if they possess a PhD, EdD or other doctorate

Call adjuncts "Professors," if you want, but "Assistant Professor" sounds like someone is tenure-track, which isn't the case for adjunct and term employees.

Q6 - In addition to new hires, would you support enabling current UNI term, renewable term, and adjunct faculty to use these titles as well?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	In addition to new hires, would you support enabling current UNI term, renewable term, and adjunct faculty to use these titles as well? - Selected Choice	1.00	3.00	1.22	0.50	0.25	327

#	Field	Choice Count
1	Yes	81.96% 268
2	No	14.07% 46
3	Other	3.98% 13
		327

Showing rows 1 - 4 of 4

Q6\_3\_TEXT - Other

Other

I am on the fence, as I can pluses and negatives regarding the proposed change

Yes, if they have their terminal degree

if they possess a terminal degree

Current employees should be the priority!

Other

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So long as there is a distinction between permanent and nonpermanent faculty in the title

If they have a terminal degree, then yes. Otherwise, they are not a professor because they do not have a terminal degree.

Will the title change impact the count of faculty on campus? Will the title change result in TT and T faculty being let go, or replaced with these newly titled faculty?

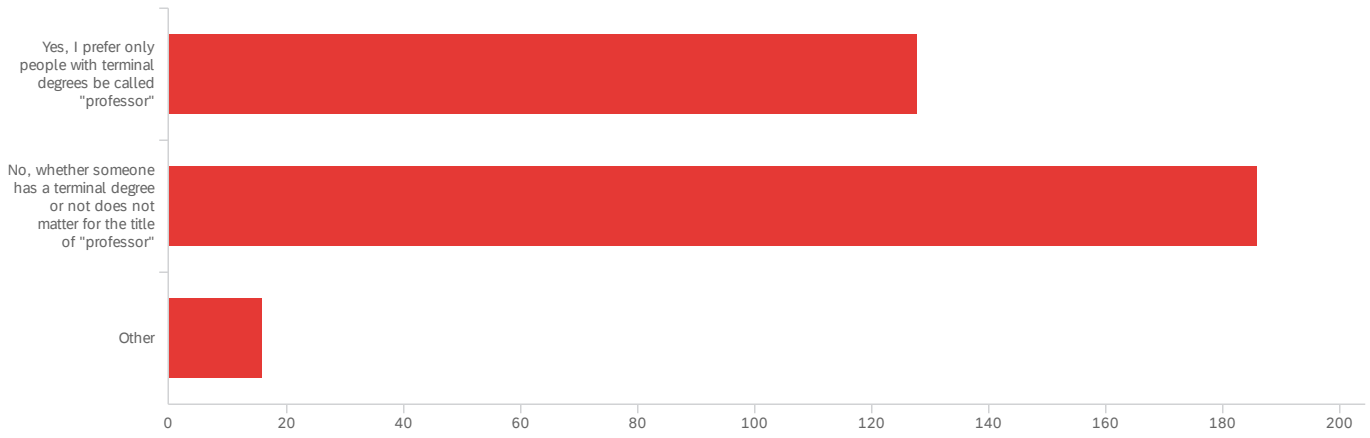
Lecturer

Full-time lecturer, Instructor, Clinical Assistant Professor, Instruction Assistant Professor,

If they have earned a PhD, EdD or other doctorate

If they have a PhD

## Q7 - Does whether someone has a terminal degree matter to you regarding the use of "professor" in a title?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Does whether someone has a terminal degree matter to you regarding the use of "professor" in a title? - Selected Choice	1.00	3.00	1.66	0.57	0.32	330

#	Field	Choice Count
1	Yes, I prefer only people with terminal degrees be called "professor"	38.79% 128
2	No, whether someone has a terminal degree or not does not matter for the title of "professor"	56.36% 186
3	Other	4.85% 16
		330

Showing rows 1 - 4 of 4

### Q7\_3\_TEXT - Other

Other

Blending terms could be a way to hide the declining number of tenure track faculty being hired...the distinction for hiring and retention is fine but clear tracking of #s and roles should still be publicly shared across the institution. In marketing materials ratios of faculty /students are often shared, how will this labeling impact that accuracy? taught by professor -clinical, of practice or T/tt now become the same but are they?

No preference.

I say this because so many adjuncts do have a terminal degree now in the hiring climate

Other

A professor is someone engaged in teaching, research & service with a terminal degree

Iowa State uses professor for anyone who teaches at ISU

I would need more information/examples before offering an opinion.

I have been a tenured member of the faculty for 20 years, but hold the title of instructor. I do not support applying the title of "professor" to a term or renewable term individual unless I can also apply that title to myself.

Terminal degrees would be preferable ... but our economic environment may make that moot. Probably best to call all our teachers "professors"

Only at the doctoral level

Will the title change impact the count of faculty on campus? Will the title change result in TT and T faculty being let go, or replaced with these newly titled faculty?

I am torn about this.

A professor should at least have a master's degree or commensurate experience, even if they haven't earned a terminal degree. And they should be able to do their job competently.

If you teach, you can be called a Professor, is what I think.

## Q8 - Please share any questions or concerns you have regarding academic titles at UNI.

Please share any questions or concerns you have regarding academic titles a...

I see the good in being generous with the professor title. BUT, I have big concerns: if implemented, UNI should also implement a guideline on the percentage of tenure-track professors. (65% is a good guideline.) If we slip lower than that, we risk gravely hurting the institution, since the tenure-track professors generally have much longer careers here, they carry the research load, and they are most actively involved in self-governance. You lose those things, you have a much diminished university. You can't run a comprehensive university on term and temporary faculty and have it go well. Also, the new titles should not obscure the number and percentage of TT faculty.

Not thrilled about this in part because it seems misleading. What next TA's get a professor title too? However, the changes are necessary to remain competitive. I prefer the title Visiting Assistant/Associate/ Professor for faculty who have earned the highest degree are on with UNI on a term basis.

When I was interviewing a few years ago, there were a lot of Professor of Practice positions that I considered. I have also seen the word clinical used. I think we should have one term that indicated non-tenure track and let the contract define the position further.

Use "Professor" only for T/TT lines. Use "Instructor" for everything else. Making everyone a "Professor" is title inflation, and isn't a good look for the university.

If you make adjuncts (without a terminal degree) into professors, then what about our current tenured instructors?

No one outside the university knows the difference so why does it matter?

These roles should be defined for students by the university somehow and that information should be publicly posted

N/A

I am okay with these changes as long as it is made clear to people that hold these titles that these are NOT tenure-track positions

The visiting assistant professor may be more appropriate for short term contract of new non-tenure-track position.

I am in favor of Assistant Professor of Instruction or Associate Professor of Instruction, not Professor of Instruction

Anything with "Professor" sounds like tenure track unless it's visiting assistant professor which is clear that it's temporary. Lecturer seems to be more common for non tenure track

I see the need for these changes (in terms of trends elsewhere and so as to duly recognize all faculty for the professorial work they do) but I worry these changes would also serve to obfuscate trends at UNI away from making tenure-track hires. It also seems unfair to bestow the "professor" title on large numbers of individuals who do not have terminal degrees. Thus I am deeply ambivalent on these proposed changes.

Academic titles should be earned as they have been traditionally and historically in academia.

I feel like Full Professor of any kind should be reserved for TT faculty only.

Giving employees more prestigious titles won't make up for the fact that other universities have tenure-track jobs, and anyone looking to earn a better wage or to have more job security will likely take the opportunity to leave as soon as they are able. The current titles represent what these jobs really are. If the university is serious about improving UNI's climate, they will be honest about what they are really offering its new employees.

I think given our lack of tenure track lines and increasing use of renewable term lines - this is the right direction to go. It is respectful to our colleagues.

Please share any questions or concerns you have regarding academic titles a...

Would it be available to keep the consistency in titles, such as "clinical" assistant professor, "practice" assistant professor/, "instructional" assistant professor. Does the current adjuncts or instructors will begin their contracts with assistant level? What are the promotion system to be ranked to associate/professor? I agree with the change of titles, but the details are not clear with this transformation.

I answered OTHER above because I don't think changing a title will help retention or rehire of faculty without a MUCH greater raise in pay scale, if that is your goal. Some students address me formally as Professor before they see my signature, and I'm not sure how much the title means to them as long as we are knowledgeable in our field. Also, I do believe Professor title should be earned, as is traditional and with the ability to earn tenure. Decades ago that was the case, however, I know times change, but I'm not sure that changing a title will meet your goal, other than to make us more marketable on a resume to go elsewhere for more pay. I'm sure I am renewable each term as an adjunct so didn't know which of the following ranks to choose. Thank You.

I do not care at all what someone's title is, however I do care if these title are used by administration to hide or blur how many tenured vs. non-tenured faculty are hired. Administration did not do well in the past year making clear whether new lines were tenure track or not and that erodes my trust a little with respect to the motivation for this change. I only support these titles if there is a clear mechanism in place to ensure that these titles will not blur the line between tenured and non-tenured hires.

Appropriate pay would likely help with recruitment and retention as well.

I am opposed to the use of the term "professor" in the position titles of faculty with short term or adjunct appointments. The use of the term "professor" should be limited to faculty positions that are tenured or tenure track (where tenured faculty have clinical responsibilities in place of research responsibilities I am fine with the use of the term "Clinical Assistant Professor" etc.) One of the major concerns I have is that the use of the term "professor" in all faculty job titles will be used by the administration to obscure the fact that the proportion of faculty who are tenured/tenure track faculty is steadily decreasing as tenured faculty who retire/leave are not replaced or are replaced with short term and adjunct positions. The current serious shortage of tenure line faculty in numerous departments is creating serious problems. The opportunities for students to have longer term mentoring relationships with faculty is greatly reduced. The tenure line faculty are overloaded in the tasks that only they can do, particularly research, which also detracts from students' educational opportunities because conducting research is a critical part of the training in many of our academic programs.

Adjunct and Term instructors, particularly those who have been here for many semesters need to be acknowledged with a professional title which clarifies their level of experience. It HURTS STUDENTS when their faculty write letters of recommendation which can only say adjunct or term in the title. Additionally it confuses students who see all of their instructors as "professors" as a common term of respect and position. The academic hierarchy means less to our students and adjusting titles to reflect the respect they have for us benefits the faculty overall without taking away from the tenure system.

My concern is that the title will change but not the security of the jobs or pay. We should also work to make the jobs more secure and with higher pay.

I fully support this for instructor with with terminal degree. I am concerned that callings those without the terminal degree "Professor" erodes the value of the PhD and equivalent. In terms of attracting and retaining faculty, this is a nice gesture, but the real issue is the pay. Candidates can't afford to take jobs here.

I think it is extremely important that those hired by UNI who have terminal degrees be allowed to be titled as a professor. The School of Music has been repeatedly denied tenure track lines to replace departing faculty. It has been fortunate to hire extremely talented individuals with the qualifications for a tenure track line, but are forced to call them "instructor" because of the decisions of higher administration to downgrade their title and role for budget decisions. UNI should be proud of its faculty, and give them the titles they deserve. Faculty should not be given lesser titles just because the upper administration is being stingy.

The title of professor is earned. Not just given

Job descriptions aside, let's be careful about maintaining high standards in hires. A Ph.D. may be unnecessary for some few teaching- or practice-focused positions. For research positions in most fields, a strong contribution to the literature, evidenced by the Ph.D., is very necessary and allows us to keep up standards and expectations of scholarship.

Since promotion opportunities for term and renewable term faculty is new to UNI. Individuals with more years of service should be able to skip lower ranks to higher without the clock starting from zero.



Please share any questions or concerns you have regarding academic titles a...

If a faculty member is employed strictly to instruct, "instructor" seems appropriate. "Professor" implies duties beyond teaching, and it will be diluted if applied to strictly teaching jobs. We have enough trouble convincing people we do more than show up for classes 9 hours a week.

I think we need to have more of professional title than adjunct or temporary but I do not feel that having professor in the name of some sort really exemplifies what our role, job or title is.

Is this change being pushed by those creating the new nursing and engineering programs? I am concerned the change in titles will be a way for administration to "disguise" the overuse of adjunct and term faculty at UNI. The individuals in these different positions deserve better treatment regardless of their titles.

Titles mean something because they designate a level of training and status. By bestowing the title of professor on anyone, it weakens the meaning of the title, thus undercutting the very reason the title is coveted

I recognize the professional benefits of enabling term faculty to be called "professor," and I don't want to minimize the important issue of term faculty's vulnerable job status. However, admin has consistently worked to erode tenure-track faculty's status and job security, and calling term faculty "professor" is yet another opportunity for admin to minimize / refuse to value the unique expertise and work that tenured faculty bring to the university. Calling term faculty "professor" also seems a disturbing way for admin to promote UNI to prospective students under false pretenses—prospective students (and their parents) likely will not be able to discern that term "professors" are different from tenured "professors," thus giving admin the opportunity to imply in its PR campaigns that there (technically) are no adjunct instructors at UNI.

If you teach at a university, your title should be professor. PhDs are address as "Doctor" which makes them stand out over current Renewal Term. If a PhD is a renewal term, they should still be able to use Doctor, however. Professor does not mean tenured.

I prefer the clinical assistant/associate professor titles. The opportunity for increases in rank should go along with an increase in compensation.

I think it is important to implement such titles across campus for not only new hires. Existing instructors are deserving of such titles recognizing their dedication to our students and the university.

While I wonder if we are diluting the meaning of the terms "Assistant Professor" by calling everyone else a professor, it does eliminate some awkward situations. For example, I know of departments and committees where everyone has a PhD except for one former lab school teacher who is tenured and performs roles for the unit just like those with a PhD, yet they have to be segregated as an "Instructor" rather than a professor - despite the fact that the students call them "professor".

This paves the way to remove tenure because it collapses the distinction between permanent and nonpermanent employees. RATHER THAN CHANGE THEIR TITLE, CHANGE THEIR CONTRACT TO PERMANENT

I like the idea of using "professor" for term or renewable term instructors past their probationary period. I think that temporary faculty should strive to become a full-term or renewable term. If the goal is to attract more faculty, that distinction could provide a feeling of upward mobility.

There is a reason behind these traditional titles. why is there a push in UNI to give these titles out to people who don't have terminal degrees or extensive industry experience (more than 10 years). These titles are generally also given to people who are engaged in research even if in limited manner.

In most universities the title such as - 1) Assistant Professor of Practice or 2) Assistant Professor of Instruction is given to either people who have a terminal degree but want only to teach and do no research. Or it is given to people who have extensive industry experience 10+ years. Additionally, these people also do some research work. Why is there a push at UNI to just hand over titles with out meeting these conditions?

I feel unable to complete this survey fully, because it is unclear to me what using the term professor for adjunct instructors would mean. Would this mean some sort of job security for them? Would it mean that any aspect of these individuals' jobs would change? I worry that this would be yet another move done for appearance's sake, in order to entice people to come to UNI or stay here while not having any real meaning. If there is no other benefit beyond the "prestige" of the title, I would be against it.

I know we all work really hard to get our PhDs and our titles, but there is no need for gatekeeping. We need to attract people to our university and we need good faculty. The only other issue is how does this relate to pay? Are they just getting glorified titles with no increase in pay?

Please share any questions or concerns you have regarding academic titles a...

My only concern would be that the administration will use this to mask the decline of tenured positions on campus.

I have been teaching as adjunct for 16 years full time. This change is over due! Out of respect my colleagues call me professor because I have earned it. I have multiple masters degrees but do not have the terminal degree in the field I teach. While the title of adjunct has been a long standing shame and over the years been looked at by others as insignificant, I have been a constant need in my department. The title change will contribute to fighting inequality and promote inclusion for those of who have been dedicated to UNI despite this treatment.

Could we please add the title of "Visiting Assistant Professor" for people with terminal degrees who sign short-term contracts? For the same reasons listed above, this is a common title at other schools. It would allow us to hire recent PhDs who have 1-2 year term contracts with a title that offers them better options than "Instructor." Thank you!

UNI does not have a faculty recruitment problem because of titles. It has a recruitment problem because the university refuses to hire to replace outgoing faculty. It has a problem because it tries to make all term employment contracts one year instead of the traditional three, making it almost useless as a point of security. It has a problem because it hires adjuncts who have worked for 5+ years at 4 classes per semester that it refuses to convert into 3 year term positions because it makes them more insecure and therefore pliable. It has a problem because it pays, on average, nearly 20K less for the exact same positions as ISU or U of I. The fact that this university is more concerned with titles than focusing on the very real material inequities as the root cause of its labor problems is as disappointing as it is unsurprising given the current administration.

My main concern is that we keep data regarding the percentage of faculty that are tenure track, as these new titles could distort the composition of our faculty. Additionally, if these are utilized to attract new faculty, these titles should absolutely be extended to current adjuncts/term/renewable term with terminal degrees (decided at the dept level).

Given UNI's status as a university (and not a college or community college), we should reserve the term "professor" to those with a doctoral degree. Those with master's degrees have far less training, and may not be suitable to teach graduate level courses.

Clinical Assistant/Associate Professor is probably enough. Having too many titles is confusing.

Will the title change impact the count of faculty on campus? Will the title change result in TT and T faculty being let go, or replaced with these newly titled faculty?

"Clinical Professor" and "Professor of Practice" should be tenure-track. This is common at other institutions. These positions would not have research/creative activity load release, and promotion and tenure would be based on teaching and service review. This would GREATLY help attract faculty, AND help fulfill our increasing demand for faculty to cover course loads. I would support these titles only if they were in a tenure-track capacity.

No concerns. Our department refers to everyone that teaches, no matter whether they are adjuncts, instructors, or Ph.D. holding people, as professors anyway.

Oxford Language definition of professor: a teacher of the highest rank in a college or university. Let's not use terms to manipulate the public.

I appreciate and value the work of all of our colleagues on campus. However, the work, the time and the effort that have gone into earning my degree should warrant the title professor. If they do the research and defend that work, they have rightfully earned that title.

This archaic practice at UNI of differentiation of titles creates prejudice and disrespects the abilities of the instructor to perform their job.

Unlike ISU and UI, UNI has always made teaching duties central to tenured professors. Were there genuine opportunities (and support!) for tenured professors to concentrate more on research or academic service, then, like the other two state universities, it would be appropriate to have these teaching titles and duties.

I think using the term "professor" conveniently blurs the line between tenure-track/tenured faculty and adjunct instructors. This benefits administrators as they try to reduce the number of tenure track/tenured professors since they would be able to hide the small percentage of faculty made up by this group. Term and clinical faculty do not have to publish and I do think there needs to be a clear distinction between faculty who are engaged in scholarship as part of their job and those who are not. If a majority favor the use of "professor" I definitely think this should be reserved for those who hold doctoral degrees except in cases where that is not typical for tenure/tenure-track faculty.

Please share any questions or concerns you have regarding academic titles a...

If we undervalue terminal degrees why would anyone come here to pursue one?

I don't want to see better-sounding titles be substituted for improvements in job security and compensation.

My opinions on this issue have evolved quite a bit since I first heard about it. At first, I thought it seemed like a very bad idea and was a little insulted as a tenured faculty member with a terminal degree. However, the more I reflected, the more I realized that a title is just a word and extending the professor honorific is something all faculty who do the labor of teaching should have. Expanding it doesn't diminish the privileges I have from tenure that others do not. My only lingering concern is the point about obscuring significant shifts away from tenure, but I know UF will be all over that issue.

I think if people who do not hold terminal degrees are going to be given "Professor", then the title "Professor" needs to be reserved for those at the highest academic grade. Below that, if someone is lacking a terminal degree, they should be "Instructor".

I believe this change is long overdue. I spent 20 years on faculty as an instructor. I am now an emeritus instructor (teaching as an adjunct instructor this semester to provide course relief for an assistant professor who is coming up for tenure in the next year). I was treated by some in the department as a second class citizen yet the students said they learned more in my classes because of my real world business experience. It is too late for me. I want it to be better for those who follow me

I think any change in title must include adjunct faculty. We are already seen as lesser on this campus. Many of us have terminal degrees, publish, present, etc., just like other faculty. To give every other faculty member the title of professor and to leave adjuncts as instructors would create a two-tiered system that is unacceptable.

There's currently already a title with "Professor of Practice" of sorts for Tenured/Tenure-track professors. So adding this Professor of Practice title to renewable/adjunct instructors will confuse the existing ranking framework. Only PhD qualified professors should use a "Professor" title.

It helps our students when receiving recommendation letters as well.

I think associate professor and professor are titles for only people that have gone through the peer review process. If some only wants to teach (instructors) they should have the title instructor. Professors are the university. Adjuncts and instructors work for the university. UNI has lowered its standards so much I guess it doesn't matter.

I started my UNI career as a "Visiting Assistant Professor" ABD

Titles should tell it like it is--confer the respect the holder deserves, but not imply a position higher than that actually held.

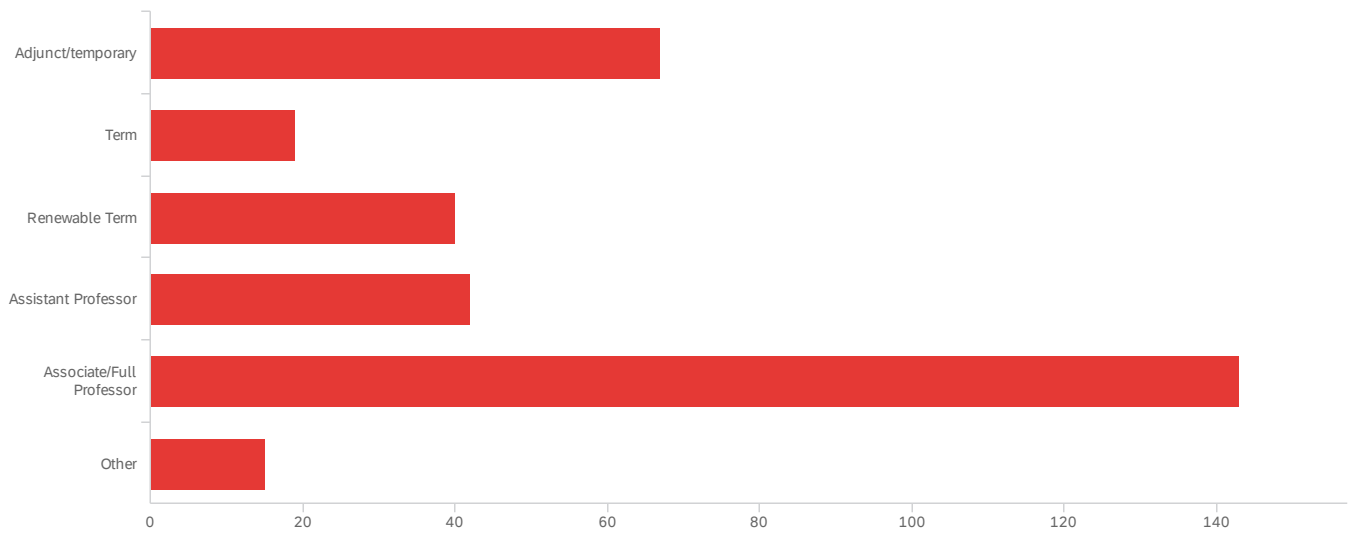
My elevating the title for non-tenure/tenure-track positions, we are making it easier for the university to replace tenure/tt lines with less secure positions.

My only concern would be that tenure faculty might be upset or show hostility towards adjuncts.

As the university increasingly does not open tenure-track lines (my current newly reclassified 'renewable' term position replaced two retirements with tenure), attracting qualified candidates for positions and compensating these faculty members with at least title (if not on the same compensation level) will become increasingly important. While I am happy with my current position for what it is for the most part, it absolutely stunts me to make a transition to another position. I am a Term Instructor rank, but I am in charge of an entire emphasis in my department (which includes advising, teaching all coursework in my particular emphasis outside of the department core, and providing additional service and class instruction). This is more in line with a non-tenure track assistant professor position than an instructor. And many other universities require a certain status of rank to be considered for other jobs. So I feel stunted here in terms of compensation, rank at this university, and my options moving forward with my current title. I am slightly afraid of these changes, as this is a fight I continue to have to be considered for a tenure-track position and would be afraid that offering me non-tenure track but a higher rank would weaken my argument to reclassify the position altogether, but I think the pros outweigh the cons.

I have an Advanced Studies certificate and this has not mattered in the past. It would mean a great deal to me professionally to be called Professor.

## Q9 - Your faculty rank:



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your faculty rank: - Selected Choice	1.00	6.00	3.67	1.65	2.72	326

#	Field	Choice Count
1	Adjunct/temporary	20.55% 67
2	Term	5.83% 19
3	Renewable Term	12.27% 40
4	Assistant Professor	12.88% 42
5	Associate/Full Professor	43.87% 143
6	Other	4.60% 15

326

Showing rows 1 - 7 of 7

### Q9\_6\_TEXT - Other

Other

I do not know.

Other

Field Experience coordinator

emerita

Instructor

Instructor

Over the 25 years at UNI I have been a term, renewable term, instructor and adjunct

prefer not to answer

Instructor transitioning to Assistant Professor

**End of Report**