April 16, 2021

TO: Thomas Smith, Interim Provost & Executive Vice Chancellor
    Daniel Jeske, Vice Provost for Academic Personnel

FROM: Jason Stajich, Division Chair

RE: Request for use of title Professor of Practice on campus

Dear Tom and Dan,

The Executive Council met on April 12 and discussed this proposed use of the Professor of Practice. The feedback from the committees and the Executive Council were generally positive. The negative comments or raised concerns were primarily out of lack of familiarity in the use of the title. The professional school members were highly supportive of adopting use of this and raised no significant concerns.
The Committee on Faculty Welfare met on March 16, 2021 to review the proposed request for use of the Professor of Practice title on campus and was in support of the proposal.
April 1, 2021

TO: Jason Stajich, Chair
   Academic Senate

FROM: Philip Brisk, Chair
       BCOE Executive Committee

RE: Proposal for a Dean’s final Merit Delegation at UCR

Dear Jason,

The BCOE Executive Committee reviewed the Administration’s request for the use of “Professor of Practice in (e.g., Public Policy, Education, Engineering)” as a working title for “Adjunct Professor.” The Committee failed to understand the rationale for the request, and is generally concerned that creating this new title may increase confusion about the various job titles that include the word “Professor” outside of ladder-rank faculty.

First and foremost, it is unclear what problem this request aims to solve, or what benefits to Colleges and or Campus would be accrued from the proposed alteration of terminology. For example, are adjuncts presently complaining? Is there a recruitment or a retention problem somewhere? While such problems are worth solving (presuming that they exist), the Committee is concerned that this particular request could create more confusion than anything.

The Committee found it challenging to evaluate the merits of the request without a clear definition of the Professor of the Practice terminology. For individuals, are there benefits to transitioning from a position as Adjunct Professor to Professor of Practice? Are there implications for job security, financial remuneration, etc.? Beyond formal definitions, ongoing perceptions of the term Professor of Practice vis-a-vis Adjunct Professor is unclear: What do students think when they see the title? What do advisory boards think? What do alumni think? What do potential donors think? Etc.

The Committee was also confused as to the specifics of the request: is the proposal to eliminate the Adjunct Professor title or to create a similar Professor of Practice title that exists side-by-side? The Committee’s understanding is that an Adjunct Professor contributes more than teaching: an Adjunct Professor may have some involvement with research, including collaboration with faculty, serving on M.S. or Ph.D. Thesis Committees, etc.; in other words, and Adjunct Professor is legitimately engaged with a Department or College but without full-time employment. In contrast, the description of the Professor of Practice title seems to be primarily teaching-related.

Just to illustrate further confusion, there is also the title Research Professor. Under current rules and regulations, a Research Professor can apply for grants and can hire students, but cannot serve on an M.S. or Ph.D. thesis Committee unless they are given a teaching title; BCOE makes them Adjunct Professors so that they can do this as a bureaucratic workaround. The implications for Research Professors with respect to the request are once again unclear.
March 22, 2021

TO: Jason E. Stajich, Chair
    Academic Senate

FROM: Lucille Chia, Chair  
    CHASS Executive Committee

RE: Proposal: Request for Use of Title Professor of Practice on Campus

The CHASS Executive Committee discussed the Proposal: Request for use of title Professor of Practice on campus at the regular meeting on February 24, 2021 and via email. The committee had no objections and approved the proposed proposal.
1 April 2021

To: Jason Stajich, Chair
    Riverside Division

From: Theodore Garland, Jr., Chair, Executive Committee
      College of Natural and Agricultural Science

Re: Campus Review: Proposal: Request for use of title Professor of Practice on campus

The Committee discussed intent of the proposed title of “Professor of Practice.” The discussion clarified that the motivation for using this title in lieu of Adjunct Professor is to lend more distinction to those recruited as adjunct professors in recognition of their experience and practical application in a particular field of study. We are supportive of this.

Cheers,
[Signature]

Red Garland
Hi Sarah,
The GSOE supports this.
Thanks!
joe

On Tue, Feb 2, 2021 at 2:01 PM Sarah Miller <sarah.miller@ucr.edu> wrote:

FYI – for GSOE Executive Committee review and response.

[Campus Review] Proposal: Request for use of title Professor of Practice on campus

Distributed for Review: 02/02/21
Committee Due Date: 04/02/21

Please see the attached that I forward for committee review and comment on behalf of Senate Division Chair Jason Stajich regarding the use of a new title on campus. Please provide your comments via IMS or email to sarah.miller@ucr.edu by April 2, 2021. Thank you.

Tasked Committees:
- Faculty Welfare
- Executive Committee - College of Engineering
- Executive Committee - College of Humanities, Arts and Social Sciences
- Executive Committee - College of Natural and Agricultural Sciences
- Executive Committee - Graduate School of Education
- Executive Committee - School of Business
- Executive Committee - School of Medicine
- Executive Committee - School of Public Policy

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Joseph Kahne
Dutton Presidential Chair for Education Policy and Politics
Co-Director, Civic Engagement Research Group
University of California, Riverside
www.civicsurvey.org
@jkahne
Pronouns: he, him, his
March 25, 2021

To: Jason Stajich, Ph.D., Chair, Academic Senate, UCR Division

From: Declan McCole, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine

Subject: SOM FEC Response to: Request for use of title Professor of Practice on campus

Dear Jason,

During the SOM Executive Committee regularly scheduled meeting, the FEC reviewed the Request for use of title Professor of Practice on campus. The SOM FEC strongly approves of this proposal. It’s a great recruiting tool for the university for professionals such as paramedics, nurse practitioners, etc. that come from a non MD/PhD background, who add a lot of benefit to specific programs. It will likely attract better quality people and they will be motivated to produce better quality work to live up to this onerous title.

Yours sincerely,

Declan F. McCole, Ph.D.
Chair, Faculty Executive Committee School of Medicine
TO: Jason Stajich, Chair  
   Riverside Division

FR: Richard M. Carpiano, Chair  
    Executive Committee, School of Public Policy

RE: [Campus Review] Proposal: Request for use of title Professor of Practice on campus

Date: April 2, 2021

The Executive Committee of the School of Public Policy reviewed and discussed the document “Proposal: Request for use of title Professor of Practice on campus.”

We are in full support of this proposal. As one of several professional schools on campus, it would be incredibly beneficial for us (as well as GSOE, SOBA, and SOM—even other units) to have the title of “Professor of Practice” available.

One of our Committee members noted how the use of such titles at other universities seemed to work well in terms of attracting outstanding practitioners to get involved in academics programs, where they could be valuable resources for our students and faculty.

Sincerely,

Richard M. Carpiano
Professor of Public Policy and Sociology