

WHEREAS REPLACING THE TITLE OF 'LECTURER' WITH '[ASSISTANT / ASSOCIATE / FULL] TEACHING PROFESSOR' WILL:

- **More accurately reflect the innovative, modern approaches to pedagogy employed by UF's teaching-intensive faculty, as:**
 - Modern pedagogical research indicates that lecturing is a suboptimal approach to teaching and learning, and;
 - Many Lecturers have discarded or minimize lecturing in their classrooms in favor of more effective active or experiential-learning techniques.
- **Enhance UF's ability to recruit the best candidates to these teaching-intensive faculty positions, as:**
 - 'Lecturer' is an ambiguous title, frequently applied to part-time and/or adjunct faculty positions that lack opportunities for promotion and/or career advancement;
 - Many potential applicants decline to apply for what they believe will be a low-status, temporary position with limited opportunities for advancement, while;
 - The title of 'Teaching Professor' more clearly aligns with the prestige and career opportunities enjoyed by UF's teaching-intensive faculty.
- **Bring the titles of teaching-intensive faculty into line with those of other non-tenure track faculty members at the University of Florida, as:**
 - UF already uses the titles of Assistant, Associate, and Full Clinical Professor as well as Assistant, Associate, and Full Research Professor to designate non-tenure track faculty members in the areas of biomedical science and/or grant-funded research.
- **Align UF's title conventions for teaching-intensive faculty with those of our peer and aspirational peer institutions, as:**
 - The University of California system, the University of North Carolina – Chapel Hill, and Penn State University have, in recent years, adopted the titles of Assistant, Associate, and Full Teaching Professor for teaching-intensive faculty.
- **Help teaching-intensive faculty members apply for and secure research funding, as:**
 - Teaching-intensive faculty are more likely to be perceived as serious, competitive scholars and professionals when they hold the title of Assistant, Associate, or Full Teaching Professor.
- **Assure that teaching-intensive faculty enjoy the respect they deserve, as:**
 - Faculty members "holding Lecturer and Instructor titles" were estimated by faculty respondents to a survey conducted by Beth Morling (University of Delaware) and Jeong Min Lee (Georgia State University) to be "lower in status" than those holding the title of Assistant Teaching Professor.¹

¹ Beth Morling and Jeong Min Lee, "Are 'Associate Professors' better than 'Associate Teaching Professors? Student and faculty perceptions of faculty titles," *Teaching of Psychology* (January 2020).

THEREFORE, BE IT RESOLVED THAT:

- The University of Florida move:
 - All 'Lecturers' to the rank of 'Assistant Teaching Professor';
 - All 'Senior Lecturers' to the rank of 'Associate Teaching Professor,' and;
 - All 'Master Lecturers' to the rank of 'Teaching Professor.'
- In making these changes, the University shall advance its "Rise to 5" initiative by:
 - Recruiting, supporting, and retaining top-notch teaching-intensive faculty;
 - Providing teaching-intensive faculty with the resources they need to pursue the University's educational, research, and funding goals, and;
 - Cultivating a collegial, collaborative workplace environment.