

**WHEREAS REPLACING THE TITLE OF ‘LECTURER’ WITH ‘ASSISTANT, ASSOCIATE, OR FULL INSTRUCTIONAL PROFESSOR’ WILL:**

- **Ensure that instruction-intensive faculty possess an equitable title, 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.<sup>i</sup>
- **Enhance UF’s ability to recruit the best candidates to these instruction-intensive faculty positions, as:**
  - ‘Lecturer’ is an ambiguous title, occasionally applied at other institutions to part-time and/or adjunct faculty positions that lack opportunities for promotion and/or career advancement available at UF;
  - Potential applicants may decline to apply for what may be perceived as a low-status, temporary position with limited opportunities for advancement, while;
  - The title of ‘Instructional Professor’ more clearly aligns with the prestige and career opportunities available to UF’s instruction-intensive faculty.
- **Bring the titles of instruction-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 instruction-intensive faculty with those of our peer and aspirational peer institutions, as:**
  - The University of California system,<sup>ii</sup> 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 instruction-intensive faculty.

**THEREFORE, BE IT RESOLVED THAT:**

- The University of Florida move:
  - All instruction-intensive ‘Lecturers’ to the rank of ‘Assistant Instructional Professor’
  - All instruction-intensive ‘Senior Lecturers’ to the rank of ‘Associate Instructional Professor’
  - All instruction-intensive ‘Master Lecturers’ to the rank of ‘Instructional Professor’<sup>iii</sup>

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<sup>i</sup> 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).

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<sup>ii</sup> This transition is ongoing at the University of California system.

<sup>iii</sup> These proposals should only apply to classroom instructors holding an instructional assignment of 50% or greater. They should not apply to academic advisors and other individuals who, while currently holding the title of lecturer, are not primarily classroom instructors.