

WHEREAS REPLACING THE ‘LECTURER’ TITLE SERIES WITH THE TITLES OF ‘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;¹
 - 82.1% of instruction-intensive non-tenure track respondents to a Fall 2020-Spring 2021 survey of University of Florida faculty² indicated that a change in titles like the one proposed in this resolution would help “improve fair and equitable treatment for non-tenure track faculty,” and;
 - 74.2% of instruction-intensive non-tenure track respondents to the same survey indicated that a change in titles like the one proposed in this resolution would have an extremely or somewhat positive impact on their standing at the University.

- **Enhance UF’s ability to recruit the best candidates to these instruction-intensive faculty positions, as:**
 - 64.1 percent of all respondents, and 80.2 of instruction-intensive non-tenure track respondents to the UF survey referenced above indicated that adopting a change in titles like the one proposed in this resolution would have an extremely or somewhat positive impact on “UF as a top-ranked institution”;
 - ‘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 lower-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 other major public institutions, including peer and aspirational peer institutions, as:**
 - The University of California system, the University of North Carolina – Chapel Hill, Penn State University, the University of Minnesota, the University of Washington,

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).

² This survey was developed in collaboration between the College of Liberal Arts and Sciences Faculty Council and the Compensation & Equity Committee. It was reviewed and administered by the UF Bureau of Economic and Business Research. Of the 5,351 faculty members who were invited to participate, 1,488 completed the survey, for a response rate of 30.3%.

and Indiana University, among many others, have adopted the titles of Assistant, Associate, and [Full] Teaching Professor for instruction-intensive faculty.³

- **Codify changes that have already take effect across the University of Florida campus, as:**
 - Several major academic units, including the Herbert Wertheim College of Engineering and the College of Health and Human Performance, now permit instruction-intensive non-tenure track to use the working titles of Assistant, Associate, and [Full] Instructional Professor.
- **Enjoy the broad support of University of Florida faculty, as:**
 - Only 22.8% of total respondents and 12.4% of instruction-intensive non-tenure track respondents to the UF faculty survey referenced above expressed a preference for retaining the current Lecturer title series, while;
 - 67.3% of all respondents to the same survey – including 58.3% of faculty members who would be directly impacted by this change and 74.75% of tenure-track and tenured faculty – ranked the “Instructional Professor” title series as their first or second most-preferred change to the current title series for instruction-intensive non-tenure track faculty.

THEREFORE, BE IT RESOLVED THAT:

- **The University of Florida shall move:**
 - Instruction-intensive ‘Lecturers’ to the rank of ‘Assistant Instructional Professor.’
 - Instruction-intensive ‘Senior Lecturers’ to the rank of ‘Associate Instructional Professor.’
 - Instruction-intensive ‘Master Lecturers’ to the rank of ‘Instructional Professor.’⁴
- **The University of Florida shall implement this proposal:**
 - As a change in faculty members’ official titles rather than a change in faculty members’ working titles (in accordance, where applicable, with the University’s collective bargaining obligations).
 - No later than the start of the Fall 2022 semester.
- **The constituent colleges of the University of Florida, until this official change in titles is complete, shall implement this resolution as a temporary change in Lecturers’ working titles.**
- **The University of Florida shall allow individual faculty members to postpone their official transition to this title series if:**
 - Immediately transitioning to a new title would have a deleterious impact on their ability to perform the functions associated with their position.⁵

³ While the title of “Teaching Professor” is more common in higher education than the title of “Instructional Professor,” the latter term is more flexible and better reflects the diverse educational responsibilities of UF faculty currently in the Lecturer series.

⁴ These proposals shall 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.

⁵ Potential impacts that might warrant delayed implementation of this change include those related to applications for U.S. permanent status or citizenship, publication, or grant funding opportunities.