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To: Mark Canada, Vice Chancellor for Academic Affairs

From: Teaching Professor Task Force

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**RE: Teaching Professor Rank Pay and Contract**

To better meet the needs of students, higher education is moving away from the one-size-fits-all, faculty tenure model. Colleges and universities are unbundling traditional academic roles so faculty can pursue positions that concentrate exclusively on teaching (Bell-Rose, 2016). Hiring for a teaching line over a research line should not be viewed as a cost savings initiative. Quality teaching and learning is central to the mission of regional campuses, and Lecturers are essential to that reputation. If IU Kokomo is committed to quality in the classroom, then there should be equitable promotion compensation for faculty in a Lecturer line. Equitable promotion pay can help to ensure that the campus culture values teaching positions.

Lecturers strive to help all students become better learners, and some departments heavily rely on their presence. At IU Kokomo, Lecturers disproportionately teach some of the most challenging courses in the General Education curriculum (e.g., math, writing). These courses tend to have higher enrollments compared to upper-level major courses. Further, this is where Lecturers are disproportionately helping prevent at-risk students from dropping out, helping lower-performing students become better learners, and helping higher-performing students hone their academic skills. In short, Lecturers are playing a prominent role in retention efforts. Further, many faculty find teaching to be more rewarding than research and believe it will have a greater positive impact on the future (Manzo & Mitchell, 2018).

To seek promotion, Lecturers are required to demonstrate the same satisfactory service and excellence in teaching as their tenure-track counterparts seeking promotion on excellence in teaching. With a greater incentive (i.e., monetary and contract length), quality Lecturers would be more willing to forgo seeking higher-paying positions in their field outside of the University, pursue professional development opportunities through CTLA, and seek promotion to Teaching Professor.

Lecturers promoted to Senior Lecturer are rewarded with a \$3,000 increase to their base salary along with a 3-year rolling contract. Lecturers must seek promotion to the rank of Senior Lecturer in order to remain in their position. Senior Lecturers, are under no such expectation to seek promotion to the Teaching Professor rank. Therefore, the rank must be incentivized well in order to motivate qualified candidates to seek this promotion and to incentivize continued growth and improvement among those already promoted to Senior Lecturer.

The Teaching Professor Task Force recommends that those seeking the rank of Teaching Professor are rewarded with an increase to their base salary of \$7,500 and a 10-year rolling contract. The promotion pay should be equal to those seeking the rank of Full Professor. Remember, the starting base salaries are significantly different for the tenure-track line and lecturer line due to the differences in the demands and credentials required for the two tracks. Moreover, the Teaching Professor Task Force recommends a longer rolling contract that is comparable in job security to tenure.

#### References

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