

PROPOSAL FOR A NEW POSITION ENTITLED PRACTITIONER-IN-RESIDENCE

RATIONALE

We request that a new position be created called Practitioner-in-Residence. This would be a non-tenure track, renewable faculty position, available to someone with appropriate degrees, certificates and/or licensure in a specific area of expertise.

The most significant reason to request this change is to enhance the quality of education a JCU student receives. Employing these individuals is not intended to be as replacements for tenure-track lines. Within certain disciplines, individuals with significant practice experience can bring a classroom perspective that traditional faculty cannot provide. Because these individuals could be employed for extended periods they would be able to participate in the life of the university beyond what can currently be accomplished by people in visiting or part-time roles (e.g., by advising students and serving on committees).

Further, it would reduce our reliance on visitors and part-time faculty. Departments should maintain appropriate levels of instruction (as determined by the department, school, or an accrediting body) by terminally qualified people.

DESCRIPTION

This position would be filled by someone with documented professional experience in the specific area. The individual hired in this position would bring to the classroom a wealth of knowledge from a long career in the field, and be able to offer students an appreciation of how theory and practice are blended together. It is intended that this position would be offered to someone who has had a significant and distinguished career in the field (e.g., no less than twenty years of relevant experience). He or she would ideally be one who has recently left the practice community following a career which has taken him or her to a high-level position within his/her organization(s).

The position would include scholarship (e.g., maintaining currency by keeping up with literature in the field) but not research and publication as responsibilities. The primary responsibility of this position would be teaching but it could include additional duties such as supervision, professional development, and consulting. Other types of responsibilities could be assigned that meet specific needs of a department.

The individual would initially be offered a one (academic)-year contract and if performance warrants, additional renewable contracts of multiple years in length (conceived as being three to five years). Maintaining currency in the field of expertise is expected and required. Continual employment will be dependent upon exceptional teaching performance, judged via the same teaching evaluation process presently in place for all faculty as mandated by the JCU Faculty Handbook Part Four, Section II, A.

It is proposed that the number of these positions be limited to the greater of one and or 20% of the number of tenured and tenure-track faculty in a department. The approval to seek these

positions would be left to the discretion of each department. No department will be required to employ a Practitioner-in-Residence.

The person hired for this position would have the following responsibilities:

1. Teach twelve hours per semester. As this individual is perceived as having special expertise, we would expect him or her to be teaching upper division major and graduate courses within that expertise. A load reduction to nine hours per term could be granted if scholarship or other activities warrant. Such reasons would be those for which tenured and tenure-track faculty are eligible for load reductions. If mutually agreeable, contracts of less than full load (i.e., so-called “ $\frac{3}{4}$ contracts”) could be used to insure the Practitioner-in-Residence has the time necessary to stay up-to-date in his or her field.
2. Serve as an academic advisor to students in the major. Normally, advising activities would commence in the second year of employment. Advising first year students could eventually be expected of someone who is deemed capable.
3. Maintain professionally qualified status (as defined by accrediting agencies or requirements mandated by the academic department). This will usually be accomplished by engaging in faculty development activities including but not limited to scholarship, consulting and/or continuing professional education.
4. Perform such other duties as may be assigned by the department chair.

It is our desire that an individual hired as a Non-tenurable Practitioner-in-Residence would be afforded the faculty rights indicated in Part Three, Section II of the JCU Faculty Handbook. For example, the following rights will be afforded:

1. To gather at university-wide, school/college and departmental faculty meetings and to express opinions on any matter faculty may comment on including policy, curriculum and personnel (This last item is intended to be concerned with general issues concerning tenure, promotion, hiring and firing, but not issues concerning specific individuals. See next item).
2. Full voting privileges except for matters concerning tenure and promotion.
3. To be invited to all academic and social events which may commonly be offered to all faculty.
4. To be supported for faculty development in a manner consistent with that granted tenured and tenure-track faculty in the department.
5. To all fringe benefits available to faculty including all rights afforded by possession of a JCU faculty I.D. card.
6. To represent the department/school/university as an appointed or elected designee of the chair, dean, or other administrator.
7. To due process afforded all faculty including appeal and grievance rights.
8. To serve as an appointed and/or elected representative on committees of the department, school/college, and the university.
9. To be mentored in their academic responsibilities by tenured and/or tenure-track faculty.

The Non-tenurable Practitioner-in-Residence will have no right to the following. This list is not intended to be comprehensive

1. Tenure
2. Vote on specific personnel matters (e.g., hiring, tenure and/or promotion).
3. Serve as department chair. (This does not preclude the individual from serving in an acting or interim manner.).