**TO**: Dr. Bruce Carney

 Provost

**FROM**: Faculty Council Committee on Fixed-Term Faculty

**SUBJECT**: Proposal to retain “Master Lecturer” title until survey data analysis is complete

**DATE**: April 8, 2013

The Faculty Council Committee on Fixed-Term Faculty fully supports the first series of promotions to the Master Lecturer rank in the College of Arts and Sciences, promotions which took effect on July 1, 2012. Because the title “Master Lecturer” for this tier has met with widespread dissatisfaction and objection, the 2011-12 Fixed-Term Faculty Committee asked that the title be replaced with another option.

The 2011-12 Committee proposed two options

* Distinguished Lecturer
* Senior Lecturer with Distinction

At the beginning of the 2012-13 academic year, other titles were offered as options

* Teaching Professor
* Fixed Term Professor
* Dean’s Lecturer

To assess reactions to these titles, the 2012-2013 Fixed-Term Faculty Committee conducted a University-wide survey asking faculty members to express their views on the titles. Because the “Distinguished” title might be better applied to a fourth-tier rank, this title was removed from discussion. “Master Lecturer” plus the other four options listed above were offered as third-tier titles.

Response to the survey was greater than the committee had expected. The survey was sent to 3683 faculty members; 1861—more than half the voting faculty—responded. There was overwhelming consensus that fixed-term faculty titles should clearly reflect progressive ranks in a promotion sequence and that fixed-term faculty titles should have recognizable value in contexts beyond UNC-Chapel Hill.

The title “Senior Lecturer with Distinction” gained the highest percentage of “acceptable” responses. Two factors in the title’s favor were the progression from the tiers “Lecturer” and “Senior Lecturer” and the level of respect for accomplishment suggested in the title. However, a very high percentage of those who found the title acceptable noted in written comments that it was cumbersome and would not be recognized outside the UNC campus.

The sheer volume of response suggests a great deal of interest within the University on issues concerning fixed-term faculty. Hundreds of faculty members took time to write comments about each title, comments which yield much more information about options and attitudes than simple graphs charting degrees of acceptability.

The Committee had barely more than a month to try to sift through, categorize, and analyze the types of responses to each option. Different computer programs have capabilities for counting types of responses and connecting them with specific units—fixed term vs. tenured faculty, Arts and Sciences vs. Medicine, men vs. women, for example—but the Committee has not had sufficient time to determine which program is best. The Committee feels that this endeavor is definitely worth pursuing.

The Committee therefore proposes that the title “Master Lecturer” remain in place until an accurate report on the data collected from the survey can be generated. At that point, a new title could be put forward for approval.