



# Update to Deans Council

*Goal: to harmonize Career Track faculty titles across all units to facilitate appropriate recognition of the contributions of Career Track faculty and to improve institutional culture.*

## Recommendations for Harmonized Career Track Faculty Titles

- Instructor
- Lecturer, Senior Lecturer, and Principal Lecturer
- Assistant, Associate, and Full Clinical Professor
- Assistant, Associate, and Full Research Professor
- Assistant, Associate, and Full Professor of Practice

## Shared Governance Process & Reports:

For reports: <https://facultyaffairs.arizona.edu/faculty-reports-and-data>.

- Faculty Senate Ad hoc CT Committee Report (Spring 2020, co-chairs Amy Fountain and Bill Neumann):
  - *There are currently 235 distinct titles for career-track faculty. “We see tremendous variability in the mapping of titles to responsibilities.”*
  - Standards and alignment of the parallel paths within the Career Track faculty for lecturers and professorial titles are inconsistent.
- Faculty Annual Review/Pay Equity Task Force (Spring 2020, co-chairs Ron Hammer and Cecile McKee)
  - Purpose/key Our conclusion was that CT faculty are indispensable and should be subject to policies like those of TE/T faculty (APR and pay equity), with greater use of multi-year contracts for CT faculty.
- Department Heads Task Force Recommendations (Spring 2020 chair Brian Erstad):
  - Career-track faculty should include faculty (except those with *adjunct* or *visiting* in the prefix), who are not classified as tenured, tenure-eligible, or continuing status.
- Career-track Title Review Committee (Fall 2020 chair Michael Brewer)
- Career-track Title Harmonization (Spring 2021 co-chairs Bill Neumann and Kasi Kiehlbaugh)

# Approved Titles and Current UHAP Definitions for Career Track Faculty

**Instructors** means employees whose Notice of Appointment incorporates the ABOR Conditions of Faculty Service (ABOR-PM 6-201, et seq.) who are career-track, visiting, or adjunct faculty, and whose primary responsibility is teaching undergraduate or clinical courses.

**Lecturers, Senior Lecturers, or Principal Lecturers** means employees whose Notice of Appointment incorporates the ABOR Conditions of Faculty Service (ABOR-PM 6-201, et seq.) who are career-track, visiting, or adjunct faculty, **and whose primary responsibility is teaching undergraduate or clinical courses.**

**Clinical Professors** are career-track, visiting, or adjunct faculty employees whose Notice of Appointment incorporates the ABOR Conditions of Faculty Service (ABOR-PM 6-201, et seq.) who have established themselves by professional experience and expertise over a sustained period of time to be qualified to teach or manage practicum, internship, or practice components of degree programs. **Their primary responsibilities include teaching or managing students in the practice requirements of their degree programs in a manner that advances the educational mission of the University in a significant or substantial way.**

# Approved Titles and Current UHAP Definitions for Career Track Faculty

**Research Professors** means career-track, visiting, or adjunct faculty employees whose Notice of Appointment incorporates the ABOR Conditions of Faculty Service (ABOR-PM 6-201, et seq.) who have established themselves by expertise, achievements, and reputation over a sustained period of time to be distinguished scholars and researchers. **The primary responsibilities of such employees are to engage in, be responsible for, or oversee a significant area of research or scholarship in a manner that advances the mission of the University in a significant and substantial way.**

**Professors of Practice** means career-track, visiting, or adjunct faculty employees whose Notice of Appointment incorporates the ABOR Conditions of Faculty Service (ABOR-PM 6-201, et seq.) who have established themselves by expertise, achievements, and reputation over a sustained period of time to be distinguished professionals in an area of practice or discipline.

# DRAFT: Proposed Change to UHAP Definition of Professor of Practice

## Current UHAP Wording:

Professors of Practice means career-track, visiting, or adjunct faculty employees whose Notice of Appointment incorporates the ABOR Conditions of Faculty Service (ABOR-PM 6-201, et seq.) who have established themselves by expertise, achievements, and reputation over a sustained period of time **to be distinguished professionals** in an area of practice or discipline.

## DRAFT Proposed Expansion of PoP UHAP Definition:

Professors of Practice means career-track, visiting, or adjunct faculty employees whose Notice of Appointment incorporates the ABOR Conditions of Faculty Service (ABOR-PM 6-201, et seq.) who have established themselves **either** by expertise, achievements, and reputation over a sustained period of time **and/or by scholarly qualifications** in an area of practice or discipline. **The primary responsibilities of this position include the practice of teaching and mentoring students in a manner that advances the educational mission of the University in a significant or substantial way and may also include (1) service, (2) land-grant outreach, and/or (3) research, creative work, and scholarship.**

# Next Steps in the Harmonization Process for Current Career Track Faculty

Department heads are asked to initiate discussion with faculty who do not currently hold one of the current career-track titles. They should seek agreement on which title is most appropriate based on the following considerations.

- Definition of title, FTE (adjunct), primary responsibilities, career-goals, and the promotion review process for their title.

Changing of Career Track faculty titles will be incorporated into the annual contract renewal process.

- Track transfers **within the Career Track** and **from Adjunct to Career-track** will be waived in FY2021-2022 in order to facilitate title harmonization process.
- Department Head/Director uses template memo to indicate change in title. Business office updates the title in Manager Self Service/Title Management.
- New notice of appointment will be generated effective FY or AY 2021-2022 depending on the faculty member's appointment.

# Proposed Communication Timeline

April 2, 2021: Advance notice to Dean's Council

April 5, 2021: Power Point overview to Dean's Council

April 12, 2021: Guidelines for harmonization available on Faculty Affairs website and template memo for title change.

April 14, 2021: Meet and Discuss with following groups: CABO and Faculty Affairs College Reps.

April 15<sup>th</sup>, 2021: Memo notification to Deans, Department Heads and all Faculty

# Proposed Implementation Timeline

- April 2021: Review and identification of faculty within units whose title will need to change.
- April 2021-May 2021: Updated UHAP Definitions review process initiated by Senior Leadership Team for review, comment and approval
- April 2021-May 2021: Discussions with Department Heads and individual faculty to agree on appropriate title
- May 20, 2021: Submission of title change memo for FY employees to Workforce Systems. New notice of appointment will be generated for FY 2022
- June 30, 2021: Submission of title change memo for AY employees to Workforce Systems. New notice of appointment will be generated for FY 2022
- October 2021: Audit of career-track titles to confirm harmonization and identify those titles that are not among those in UHAP.
- July 1, 2021 – June 30<sup>th</sup>, 2022: Track transfer waiver process will be available within career-track and from adjunct to career-track.





## Questions about harmonization?

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## Career Track Faculty Titles

- Instructor
- Lecturer Title Ranks
  - Lecturer, Senior Lecturer, and Principal Lecturer
- Professorial Title Ranks
  - Assistant, Associate, and Full Clinical Professor
  - Assistant, Associate, and Full Research Professor
  - Assistant, Associate, and Full Professor of Practice