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)
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 15th, 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 30th, 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
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  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