

Update on Career-Track Faculty Titles

By the Faculty Senate Ad hoc
Committee on Career-Track Faculty

Kasi Kiehlbaugh and Bill Neumann, Co-Chairs



Agenda

- Committee Overview
- Rationale and Recommendations
- UHAP/ABOR Titles
- Considerations
- Questions



Ad hoc Committee Members

Kiehlbaugh, Kasi Co-chair	Health Sciences	CT-Faculty	Director, Health Sciences Design Assistant Teaching Professor, Biomedical Engineering
Neumann, Bill Co-Chair	MIS	CT-Faculty	Professor of Practice
Buxner, Sanlyn	TLS	CT-Faculty	Assistant Research Professor, Teaching/Learning and Sociocultural
Cohen, Zoey	Physiology	CT-Faculty	Associate Professor, Educator Scholar Track
Fountain, Amy	Linguistics	CT-Faculty	Associate Professor, Career Track, Linguistics
Hunt, Jim	FCS	CT-Faculty	Associate Professor of Practice, Family and Consumer Sciences
Ijagbemi, Bayo	Africana Studies	CT-Faculty	Associate Professor, Africana Studies
Kapp, Jess	Geosciences	CT-Faculty	Associate Professor of Practice
Kortenkamp, Stephen	LPL/Research	CT-Faculty	Associate Professor of Practice
Moon, Brian	Music	CT-Faculty	Assistant Professor, Music
Ottusch, Tim	FCS	CT-Faculty	Assistant Professor of Practice, Family Studies-Human Development
Simon, Diana	Law	CT-Faculty	Assistant Clinical Professor, Law
Smith, Joel	English	CT-Faculty	Senior Lecturer, English
Whitaker, Martha	Hydrology&AS	CT-Faculty	Associate Professor of Practice, Hydrology / Atmospheric Sciences

Shared Governance Process & Reports

- Prior Ad hoc CT Committee Report (Spring 2020):
 - *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
 - 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):
 - 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.
 - [For reports: https://facultyaffairs.arizona.edu/faculty-reports-and-data.](https://facultyaffairs.arizona.edu/faculty-reports-and-data)

Recommendation

Harmonize career-track faculty titles across all units to facilitate appropriate recognition of the contributions of career-track faculty and improvement of institutional culture.



AAUP Recs for Minimum Standards for Contingent Faculty

- Description of duties
- Regular evaluations
- Compensation and promotion based on duties
- Timely notice of non-reappointment
- Ensuring conditions necessary to perform assigned duties
- Inclusion in department and institutional governance
- Consideration for full-time employment if part-time

* Title harmonization will enhance consistent implementation of items in blue



Rationale

- Seek to provide clear paths for promotion and multi-year contracts.
- Seek increased clarity on promotion criteria and annual review evaluation criteria.
- Provide framework to permit Salary Equity Study for career-track Faculty.
 - Fewer titles allow us to conduct comparisons within title and within rank by gender and ethnic/racial indication.

Recommended Career-Track Faculty Titles

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



Career-Track Faculty Titles and Definitions in UHAP

Lecturer

- Primary responsibility is teaching undergraduate or clinical courses.

Clinical Professor

- 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.

Research Professor

- 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.

Professor of Practice

- Established themselves by expertise, achievements, and reputation over a sustained period of time to be distinguished professionals in an area of practice or discipline.
- **ABOR** :The primary responsibilities of this position are teaching courses, including seminars and independent studies, to undergraduates and graduate students in a manner that advances the educational mission of the university in a significant or substantial way.



Proposed Changes

- *Expand definition of Professor of Practice to include those with a focus on teaching experience as their primary practice.*
- *Expand definition of Lecturer to include graduate classes.*
- *Review appropriateness of including instructor title as career-track because it does not have a promotion pathway.*

Considerations

- Both Lecturer and Professorial Titles would continue to be eligible for multi-year appointments
- Faculty who do not currently hold one of the existing recommended titles would need to discuss with department head which title is most appropriate.
 - Existing professorial titles not defined in UHAP (e.g., "Associate Professor, Career Track" or "Associate Teaching Professor") would generally be realigned to a "Professor of Practice" title
- Some faculty who hold a recommended title may find that their duties are not aligned with the definition and may choose to change titles for better alignment and evaluation review.
- Changing of titles in the next year could be done at annual contract renewal. Track transfers within career-track would be waved for FY2021-2022 in order to facilitate title harmonization.
 - ABOR-PM 6-201 states that multi-year appointments may be made for lecturers or professorial title ranks (clinical, research or professor of practice).



Summary of Recommended Titles

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

Any Questions?

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