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

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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.
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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