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Dear Provost Comrie;

I write for the Committee of Eleven expressing concern we have regarding the current Career Track Faculty discussions. These concerns are not just our own, but have been expressed to a number of us from diverse areas of the University. While we uniformly support the goal of fostering professional treatment of our career track faculty and empowering them in their work, there is real concern that paths are being embarked upon without careful thought for the eventual evolution we hope to see. This has particular relevance to our ongoing priorities. As such, C11 is sending this draft proposal for some general guideposts for further faculty discussion.

1. While Career Track faculty are critical to our educational mission, we wish to emphasize that most academic decisions require the knowledge and expertise of the research active, tenure eligible/tenured faculty. This includes, but is not limited to, curricular issues connected to undergraduate and graduate education, hiring and promotion decisions, and scholarly directions for departments.
2. Our identity at a research university must be maintained. While we fully recognize that non-research active Career Track faculty are and will continue to be central to our land grant teaching mission; it is our research active faculty who create the identity that sets us apart from so many other primarily teaching institutions, and who provide the research mentoring, in a scholarly environment, to both our undergraduate and graduate students that we all hope is a defining characteristic of a University of Arizona education.
3. We fully support the representation of Career track faculty in the University Senate, but strongly urge departments and colleges to consider carefully how Career Track faculty are to be integrated into the academic decision making process. This is especially critical in those departments that happen to have large student credit hour obligations, which are often largely taught at the beginning levels by Career Track faculty. The office of the Provost, with the recognition that departments have varying needs, could provide support for consideration of such issues.

We wish to emphasize again that we strongly support efforts to properly integrate all members of our community into the academic process; but equally well express real concern that in some cases, processes have been initiated without careful thought of the eventual ramifications.

Respectfully yours,

A handwritten signature in black ink that reads "Steven D. Schwartz".

Steven D. Schwartz for the Committee of Eleven