

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
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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 of 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

Ad hoc Committee Faculty Contributors (2013-Present)

Prior Ad Hoc Committee Members

- Maggie Camp, East Asian Studies
- Albrecht Classen, German Studies
- Diana Daly, School of Information
- Jeremy Frey, Writing Program
- Mika Galilee-Belfer, SBS Faculty Affairs
- Robert Miller, Architecture
- Diana Ohala, Linguistics
- Daisy Pitkin, Honors Faculty
- John Pollard, Chemistry
- Stanley Reynolds, Economics
- Maria Zedeno, Anthropology

Campus Liaisons

- Michael Brewer, UA Libraries
- Brian Erstad, Pharmacy
- Tannis Gibson, Music
- Ron Hammer, Medicine
- Melanie Hingle, Nutritional Sciences
- Thomas Miller, Faculty Affairs
- Andrea Romero, Family Studies and Human Development

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 to improve institutional culture.



AAUP Recommendations 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 Lecturer
- Professorial Title Ranks
 - Assistant, Associate, and Full Clinical Professor
 - Assistant, Associate, and Full Research Professor
 - 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 the teaching and learning experience as their primary practice.*
- *Expand definition of Lecturer track 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 the 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 CT 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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