

## Final Report of the Career-Track Faculty Task Force

**Task Force members:** Brian Erstad (Chair), Carl Liaupsin, Rob Miller, Edella Schlager, Ole Thienhaus, Paul Wagner, Natasha Warner

**Charge by Vice Provost Andrea Romero:** To develop a list of Best Practices for career-track faculty at the University of Arizona.

**Approach:** Issues were discussed by in-person meetings initially, and then transitioned to Zoom meetings and email communications.

**Best Practices:** Task Force members developed and voted unanimously for each of the following:

- Voting and governance: Career-track faculty should have equal rights to vote and participate in departmental governance as tenure track/tenured faculty.
- Contracts, equity and compensation: Career-track faculty should have the opportunity for multi-year contracts to the degree that their contracts are under the purview of the University of Arizona.
- Definitions, titles and percent effort: All references to non-tenure track should be eliminated and career-track faculty should include all faculty (except those with adjunct or visiting in the prefix), who are not classified as tenured, tenure-eligible, or continuing status.
- Promotion and tenure: Promotional decisions should be based on performance in domains laid down in job descriptions with weighting by distribution of effort.
- Culture: The University should foster a more engaged community by giving appropriate representation, including voting rights, to all employees evaluated based on performance not rank or position.
- APR: Career-track faculty should go through the same general performance review procedures as tenured, tenure-eligible, or continuing status faculty.

**The Task Force also considered and voted on the following two options concerning categories of faculty:**

- 1) All faculty appointments will fall into one of the following *three* categories: tenured/tenure eligible, career-track, and continuing status. For career-track faculty, the nature of the appointment may be conditioned by a prefix, such as:  
Visiting: denotes no expectation of renewal of appointment  
Adjunct: denotes non-benefits eligible, and thus meets FTE guidelines set by HR
- 2) All faculty appointments will fall into one the following *four* categories: tenured/tenure eligible, career-track, continuing status, and adjunct. The classification of adjunct faculty would comprise a broad category of faculty members not eligible for promotion.

Votes: Option 1: 0 votes; Option 2: 6 votes; Abstention: 1 vote

**There was a discussion, but no vote on the following classification:**

Assistant/associate/full teaching professor  
Assistant/associate full research professor  
Assistant/associate/full clinical professor  
Assistant/associate/full professor of practice

After discussion of the pros and cons of such an approach, a task force members suggested additional simplification by classifying faculty into assistant, associate and full professors with the removal of modifiers such as teaching or research. In general, there was consensus with respect to this simplification, but members acknowledged the need for further consideration of the ramifications of this approach.