



THE UNIVERSITY OF ARIZONA

College of Social & Behavioral Sciences

Title: HIRE, REVIEW, AND RENEWAL FOR CAREER TRACK (NONTENURE) APPOINTMENTS

Effective: January 9, 2013

Revised: March 18, 2014; January 23, 2015; July 14, 2017; April 10, 2018; February 2019; September 2020

PURPOSE/INTENT

The College of Social and Behavioral Sciences (SBS) believes that Career Track faculty members are vital to our teaching and service missions. This document presents University and College guidelines for hire, review, and renewal for Career Track positions.

*NOTE: For Adjunct appointments for faculty (meaning, for faculty members on an appointment that is less than .75 FTE or less than a full academic or fiscal year, **and** which is not expected to be renewed beyond a single fiscal or academic year), an SBS Policy on Adjunct Appointments available at on the SBS Faculty Affairs Website.*

UNIVERSITY OF ARIZONA POLICY

The Arizona Board of Regents (ABOR) and the University of Arizona's Office of the Provost have distinguished Career Track faculty titles below by professional histories, areas of expertise, and intended service to the university. The conditions under which different categories of full-time Career Track faculty can be hired, renewed, or promoted have also been stipulated.

For additional information, please see:

- *UHAP Definitions*, for definitions of Faculty, General Faculty, Career Track Faculty, Instructors, Lecturers, and Professors of Practice
- *UHAP Chapter 3.1.02*, which covers Appointments of Career Track Faculty

COLLEGE OF SOCIAL AND BEHAVIORAL SCIENCES PRACTICE

SBS practice holds that Career Track faculty are hired primarily for teaching (except "Research Professor").

While a Career Track faculty workload allocation in teaching is normally 40% (which is typically 2 courses per semester), the teaching allocation for Career Track faculty can be up to 100% of the appointment. In all cases, the College expectation for Career Track faculty (except "Research Professor") is that teaching represent the bulk of the workload allocation.

In all cases, FTE and workload must be calculated at .10FTE per 3-unit course, unless specifically agreed upon in advance with the Dean's office.



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Career Track positions within SBS, and brief description of each:

- Instructor: The primary responsibility of Instructors is teaching undergraduate courses.
Appointment lengths: 1 semester or 1 year.
- Lecturer (also Senior Lecturer and Principal Lecturer): The primary responsibility of Lecturers is teaching undergraduate courses; a moderate (no more than 20%) service effort is also acceptable.
Appointment lengths: between 1 semester and 3 years.
- Professors of Practice (PoP) (Assistant/Associate/full): PoPs are distinguished professionals who can bring experiences from the workplace to the classroom, though they may lack substantial academic experience prior to their initial appointment. The primary responsibility of PoPs is teaching undergraduate courses. The minimum teaching expectation is 3/3 (60%); up to 40% service effort can be considered if the service elevates the student experience. Depending on the needs of the unit, PoPs may have up to 20% research in their workload and/or some FTE for administration of specific programs, though these must be approved in advanced by the SBS Dean's office.
Appointment lengths: between 1 semester and 3 years.
- Research Professors (Assistant/Associate/full) oversee a significant area of research, and have distinguished themselves by expertise, achievements, and reputation.
Appointment lengths: between 1 semester and 3 years.

In addition to the Career Track faculty titles identified in UHAP and utilized by SBS (Instructor, Lecturer, Professor of Practice, Research Professor), the College also houses Career Track faculty members with Assistant, Associate, and (full) Professor titles.

- Career Track Professors: Career Track Professors (Assistant, Associate, full) are faculty whose expertise may stem from either academic or professional settings. Career Track Professors at all ranks must demonstrate training, depth of knowledge in a particular specialty, and capacity to undertake high-quality teaching and service. For Career Track Professors in units that offer graduate and undergraduate courses, the minimum teaching expectation is 3/3 (60%); up to 40% service effort may be considered if the service elevates the student experience. Depending on the needs of the unit, CT Professors (any rank) may have up to 20% research in their workload and/or some FTE for administration of specific programs, though these must be approved in advanced by the SBS Dean's office. There is no guarantee of conversion to a tenure-eligible position on the basis these responsibilities. In particular, research FTE cannot be assumed to relate to any potential track conversion.
Appointment lengths: between 1 semester and 3 years.



SBS PROCEDURAL GUIDELINES FOR HIRING, REVIEW, AND RENEWAL OF CAREER TRACK FACULTY

1. *HIRING CAREER TRACK FACULTY*

All SBS Career Track faculty letters of appointment must include a formula for annual evaluations based on an established workload allocation plan approved by the Dean's office. The following components must be included in the workload allocation plan:

1. a defined expectation of "teaching load," with workload be calculated at .10FTE per 3-unit course, unless specifically agreed upon with the Dean's office in advanced.
2. a defined expectation of non-teaching duties, such as service to the unit, college, campus, or discipline, if applicable.

2. *REVIEW and RENEWAL OF CAREER TRACK FACULTY*

Each unit employing one or more Career Track faculty is required to adopt a formal set of criteria to be applied during the unit's annual performance evaluation. The criteria should articulate how performance is evaluated and include a statement representing whether and how renewal, which is always contingent upon instructional needs and availability of funding, is determined.

Review

Career Track faculty, regardless of contract length or title, must complete an annual performance review, which is to include a letter of evaluation and a statement of progress toward renewal of the contract from the unit head. Materials should be submitted through *UA Vitae*, the UA's online reporting system.

Renewal

The contract period (1-3 years) is stipulated at the time of appointment. Three months prior to the end of that period, the unit head may request renewal by submitting the following to the Dean's office:

- (a) a summary statement of the annual performance reviews completed during the contract period;
- (b) a memo articulating unit need for continuation of the position (a & b may be combined into one letter),
- (c) the faculty member's CV, and
- (d) a draft offer letter.

The College will utilize annual reviews as well as reference to the current budget situation to determine whether to renew the contract.