

## **APPOINTMENTS, PROMOTION AND TENURE CASES – ANNUAL STATISTICS FOR FY 2010-2011**

[Activities of the COM AP&T Committee and the Office of Faculty Affairs]

### COM P&T COMMITTEE MEMBERS

- Christopher M. Cunniff, MD, Pediatrics – Co-Chair
- Edward D. French, PhD, Pharmacology
- Mark R. Haussler, PhD, Basic Medical Sciences
- Samuel M. Keim, MD, Emergency Medicine
- John R. Nolte, PhD, Cellular & Molecular Medicine
- Catherine Spier, MD, Pathology

### APPOINTMENTS

- Total: 178
- Tenure Track: 11
- Non-Tenure Track: 167
  - Clinical Scholar Track: 78
  - Clinical Series: 73
  - Research Scholar Track: 2
  - Research Series: 13
  - Educator Scholar Track: 0
  - Educator Series: 1

### PROMOTION & TENURE CASES

- Total: 25
- Tenure Track: 7
- Continuing Track: 1
- Non-Tenure Track: 17

REQUESTS FOR EMERITUS STATUS: 8

SABBATICAL LEAVE REQUESTS: 2

MID-CYCLE REVIEWS: 10

CLOCK STOP REQUESTS: 1

TRACK CHANGE REQUESTS: 5 requests for appointment on new track, no requests to transfer off of tenure track for 2 years

POST-TENURE REVIEW:

One hundred forty-eight tenured faculty were reviewed; the COM P&T Committee reviewed 25 post-tenure review packets.

## PROMOTION CASES, FY 2009-2010

	<u>Tenure Track</u>	<u>Non-Tenure Track</u>
Applied for Promotion and/or Tenure	7	17
Department Approval	6 (1 disapproved)	17
COM P&T Committee Approval	4 (3 disapproved)	14 (3 disapproved)
Dean's Approval	4 (3 disapproved, 2 withdrawn)	14 (3 disapproved, 2 withdrawn, 1 considering options)
UA P&T Committee Approval	4 (1 disapproved)	N/A
Provost's Approval	4 (1 disapproved)	14

Also, one librarian went up for continuing status and was approved at all levels.

### New Appointment Statistics by Department

<u>Department</u>	<u>Tucson</u>	<u>Phoenix</u>	<u>Total</u>
Anesthesiology	8	1	9
Basic Medical Sciences	0	3	3
Biochemistry & Molecular Biophysics	0	0	0
Cell Biology & Anatomy	1	0	1
Emergency Medicine	10	1	11
Family & Community Medicine	10	1	11
Immunobiology	3	0	3
Medicine	34	4	38
Neurology	6	7	13
Obstetrics & Gynecology	2	2	4
Ophthalmology	6	0	6
Orthopaedic Surgery	3	0	3
Pathology	9	0	9
Pediatrics	24	3	27
Pharmacology	0	0	0
Physiology	2	0	2
Psychiatry	9	3	12
Radiation Oncology	1	0	1
Radiology	10	1	11
Surgery	<u>12</u>	<u>2</u>	<u>14</u>
Total	150	28	178

## New Appointment Statistics By Title & Track

<b>Tenure Track:</b>	<b>11</b>	Tenure Track = 6% of new appointments
Professor	3	
Associate Professor	1	
Assistant Professor	7	
Instructor		
<b>Clinical Scholar Track:</b>	<b>78</b>	Clinical Scholar Track = 44% of new appointments
Professor, Clinical	2	
Associate Professor, Clinical	7	
Assistant Professor, Clinical	67	
Instructor, Clinical	2	
<b>Research Scholar Track:</b>	<b>2</b>	Research Scholar Track = 1% of new appointments
Professor	0	
Associate Professor	1	
Assistant Professor	1	
Instructor	0	
<b>Educator Scholar Track:</b>	<b>0</b>	Educator Scholar Track = 0% of new appointments
Professor	0	
Associate Professor	0	
Assistant Professor	0	
Instructor	0	
<b>Clinical Series:</b>	<b>73</b>	Clinical Prefix Track = 41% of new appointments
Clinical Professor	10	
Clinical Associate Professor	13	
Clinical Assistant Professor	32	
Clinical Instructor	18	
<b>Research Series:</b>	<b>13</b>	Research Track = 7% of new appointments
Research Professor	1	
Research Associate Professor	3	
Research Assistant Professor	9	
Research Instructor	0	
<b>Educator Series</b>	<b>1</b>	Lecturers = 1% of new appointments
Lecturer	1	
Senior Lecturer	0	
<b>Total</b>	<b>178</b>	

### **Conversion of faculty titles under the new title series:**

Following approval of the new P&T guidelines and faculty title series, the Office of Faculty Affairs developed business rules for the electronic conversion of the old faculty titles to the new titles. Department heads were asked to review their faculty and agree or reassign titles, and all faculty were notified of their titles under the new system. A plan to automate the changes in both the Faculty Affairs database and UAccess was developed and presented to key personnel in Human Resources and Systems Control. With their approval the titles were changed electronically, saving department administrative staff much time and effort in processing these changes manually. The titles of 1098 faculty, salaried and non-salaried, were checked against the new title series. Per the business rules and department input, 546 faculty had their titles changed under the new system, and 46 of these faculty were reassigned to a more appropriate title series.

### **Policy Development:**

Two new policies were developed by the COM AP&T Committee & approved by Associate Provost Tom Miller. The first policy describes the process by which non-tenure eligible faculty should transfer to the tenure track and the second policy describes how faculty appointments will be granted to former chief residents and fellows who trained at the UACOM and held faculty titles during their training period in order to take call. Both policies are attached.

## TRANSFER OF NON-TENURE ELIGIBLE FACULTY TO THE TENURE TRACK

Non-tenure eligible faculty who request transfer to the tenure track at the same rank after a period of time in a non-tenure eligible position must be reviewed at both the department and college levels. Such a transfer without an additional request for promotion or the award of tenure may be handled as an initial appointment within the department and college. When the faculty member becomes tenure eligible, their tenure “clock” will be governed by the same rules as other tenure track faculty as described by the University Handbook for Appointed Personnel (UHAP 3.11).

Non-tenure eligible faculty who desire to be transferred to the tenure track and also be considered for promotion and/or the award of tenure must first transfer to the tenure track at their current rank and thus go “on the clock” prior to submitting a complete dossier following the guidelines distributed from the Provost’s Office. Submission of the dossier must follow the usual timeline as described in the annual guidelines for P&T.

APPOINTMENT OF FELLOWS AND CHIEF RESIDENTS AS CLINICAL INSTRUCTORS and  
APPOINTMENT OF FELLOWS AND CHIEF RESIDENTS WITH FACULTY TITLES UPON COMPLETION OF THEIR  
TRAINING

Departments occasionally give fellows and chief residents faculty appointments as clinical instructors so that they may provide clinical care during their training in an area different from that in which they are training. There is no expectation for scholarly work and teaching is limited to interaction with students and residents on the wards and in the clinics. This appointment ends when the fellow/chief resident completes his or her training.

Following completion of their training, fellows and chief residents are often hired by the department as permanent faculty at the assistant professor rank. The new faculty member will be expected to fulfill all criteria of the title to which they are appointed, including requirements for scholarly activity. In this circumstance the change in title and rank will be treated as an initial appointment, with the usual review at the department and college level. It therefore is not necessary for the former fellow/chief resident/instructor to prepare a dossier for promotion from clinical instructor to the assistant professor rank.