

DRAFT

Procedure for transition of current faculty in the College of Veterinary Medicine to the Teaching Professor Title

Number of Positions Available

A proposal to modify the percentage of RTE to TT faculty in the college was endorsed by the university faculty senate on 11/18/2020. This proposal states:

“The total number of RTE titleholders who are voting members of faculty but are not term-limited* (see below for list of all titles to which this pertains) in the college will not exceed greater than 45% of the total number of faculty in the college. The balance of faculty will be tenure track and will represent 55% of total faculty numbers at a minimum.”

* For clarity, this new legislation would target the aggregate of RTE faculty holding titles of Lecturer and Senior Lecturer. There will be a one-time call for those interested in transitioning their present title to the teaching professor line if appropriate. This could include extension associate, senior extension associate, assistant/associate/full clinical professor, and assistant/associate/full professor of practice.

Titles eligible to apply for transition to Professor of Practice or Clinical Professor titles

Lecturers

Senior Lecturers

And during a one-time process for title transition:

Extension or Senior Extension Associates

Current holders of a Clinical Professor title or Professor of Practice title

Summary of teaching professor position credentials:

The teaching professor titles are available only for long term, non-tenure-track faculty members whose efforts are devoted primarily to the teaching mission of the university and whose skill and independence are at the level of the tenure-track faculty. Assistant, associate, and full teaching professors are expected to achieve a similar level of professional expertise in their field as their counterparts on the tenure track. Teaching professors at higher ranks can demonstrate impact inside and outside the university through activities such as pedagogical innovation, curriculum development, and/or leadership roles. Consistent with their rank and local needs, teaching professors are also

expected to contribute to teaching-related service, especially in areas that concern advising, mentoring, curriculum, and the management of degree programs.

Although research and practice (whether clinical veterinary or public health) are typically not duties associated with teaching professor titles there certainly might be opportunity for some participation in these areas. For example, engaged learning/teaching approaches do involve elements of applied research and practice. These kinds of engaged activities can be performed by faculty holding these titles as long as there is a connection to their pedagogy and contingent upon the approval of the Chair.

Application process:

The chair of each department (Biomedical Sciences, Clinical Sciences, Microbiology and Immunology, Molecular Medicine, Public and Ecosystem Health, and Population Medicine and Diagnostic Sciences) will call for applications from current faculty members who wish to be considered for reclassification from their current appointment to the Teaching Professor title series. The deadline for submission of completed applications will be 60 days from the date of the call for applications. Applications will be submitted to the office of the (Senior) Associate Dean for Academic Affairs, who will then be sent to the Title Transition Review Committee.

Interested faculty members will submit to the Title Transition Review Committee:

A completed application checklist, including signature of Department Chair indicating support for the request (Appendix I)

A letter of intent detailing how work, career goals, and aspirations justify their request for transition; include teaching, research, clinic or practice, and service statements (no more than 500 words per statement).

Current curriculum vitae

3 letters of reference, solicited by applicant, from internal or external peers, current and former residents, professional students, or trainees. At least one letter should come from within the applicant's unit; emeritus and retired faculty letters may be solicited. Referees should be chosen to best comment on the candidate's abilities regarding the title change.

The Associate Dean for Academic Affairs will form a committee charged with reviewing application materials and making recommendations to the dean for title transition, called the Title Transition Review Committee. This committee shall be comprised of TT (all ranks) and eligible RTE (current Associate and Full Clinical Professors and Senior Lecturers) faculty. The committee shall have representation from all departments in the college: Biomedical Sciences, Clinical Sciences, Microbiology and Immunology, Molecular

Medicine, Population Medicine and Diagnostic Sciences, and Public and Ecosystem Health. The (Senior)Associate Dean for Academic Affairs shall appoint a committee chair from a department or program with no applicants.

The committee's charge is to assess the merits of the candidates to perform the duties consistent with the teaching professor title series.

The committee is not a search committee since current faculty members requesting title transition have already undergone a formal, rigorous search according to university guidelines.

The committee is not charged with assessing the candidate's performance relative to their current appointment since this process is not an assessment for re-appointment or promotion.

The committee will assess each candidate as either qualified or unqualified for appointment to teaching professor title series. The committee will also recommend the level of appointment: assistant, associate, or full clinical professor or professor of practice; however, the final decision on rank will be made by the Dean, in consultation with the Department Chair and Associate Dean for Academic Affairs.

An unqualified assessment by the committee will have no impact on the faculty member's current appointment.

The Title Transition Review Committee will provide a written report of their assessment, including justification, to the Dean, who may affirm or reject the committee's recommendation. This report is due to the Dean no later than 90 days (about 3 months) after the application window closes. The Dean will then have 30 days to review the report and affirm or reject recommendations.

Requesting reconsideration of negative decision on transition to the Teaching Professor Title

A. Requesting reconsideration of a negative recommendation by Department Chair:

Any applicant who presents their materials to their Department Chair for signature prior to submission to the college Title Transition Review Committee, and is not supported by the Department Chair for title transition, may request a review by the Associate Dean for Academic Affairs.

B. The Title Transition Committee may request reconsideration if the Dean rejects a committee recommendation:

In the event the Dean rejects the committee's recommendation, a written explanation of the Dean's decision will be provided to the committee. The committee may then accept the Dean's decision or request a reconsideration of the decision within 30 days. The Dean will make the final decision within 30 days of receiving the committee's reconsideration request if the applicant will or will not transition into the requested title.

C. Requesting reconsideration of a negative recommendation by the Dean:

Any applicant who is reviewed and not recommended for title transition by the dean may request reconsideration of that decision for cause. The applicant shall be informed of this right and the procedures for exercising it when they are first notified of a negative recommendation.

Grounds for requesting reconsideration:

Faulty or improper conduct of the review resulting in the recommendation against the requested title change, including consideration of irrelevant factors.

Discrimination.

A decision so inconsistent with the application materials that it must be deemed arbitrary or capricious.

Steps in the reconsideration request process:

Within three weeks of receiving the notice of the recommendation not to transition and the statement of reasons, the applicant may request reconsideration to in writing to the Dean. The candidate may address any issue he or she deems appropriate and may present new material for consideration.

Within three weeks of receipt of this request, the Dean's decision shall be rendered to the applicant in writing and shall be final with no further appeal. A copy of the Dean's letter to the applicant shall be sent to the Department Chair.

Name_____

Current
Title_____

Department_____

Title seeking to transition
into_____

Checklist:

_____ This candidate meets minimum requirements for title transition (Department Chair initials to indicate agreement, or provide details in comment section below if not supporting).

Department Chair

Signature_____

Associate Dean for Academic Affairs Signature (if Department Chair not supporting)_____

_____ Letter of intent, detailing how work, career goals and aspirations justify their request for transition; include teaching, research, and service statements (no more than 500 words per statement).

_____ Current curriculum vitae

_____ 3 letters of reference, solicited by applicant, from internal or external peers, current and former residents, professional students, or trainees. Choose referees that can best comment on your abilities with regard to the title of Clinical Professor or Professor of

Practice, depending on the title being sought. At least one letter should come from within the applicant's unit; emeritus and retired faculty letters may be solicited.

Applicant Signature

Date

Comments, if needed: