

## University Policy Impact and Tracking Statement

<b>Proposed or Revised Policy Title:</b> <b>New Faculty Titles and Revisions of Promotion Procedures in the University Handbook for Appointed Personnel</b>
<b>Policy Sponsor:</b> <b>Office of the Provost, in collaboration with the Office of the General Counsel, Faculty Senate, and Human Resources</b>
<b>Senior Leadership Review Dates:</b> These policies have been discussed in Provost's Council, Deans' Council, and the Academic Personnel and Policy Committee of the Faculty Senate and will be sent to the President's Office after deliberations in the Faculty Senate on May 4.
<b>Publication Dates:</b> <i>Lo Que Pasa</i> - Forthcoming <i>UAnnounce</i> - Forthcoming <b>Other</b> – Emails to all faculty, heads and deans

### Policy description:

#### **New Faculty Titles and Revisions of Promotion Procedures in the University Handbook for Appointed Personnel**

### Reason for new policy or revision:

Some of the proposed titles and procedures are already being used to meet the needs of particular units. Other proposed revisions to UHAP will formalize related practices or make changes in procedures to meet the needs of distinctive types of faculty. For further justifications, see the Proposed Revisions to UHAP document.

### Major impacts to University and potential stakeholders:

The proposed titles and promotion procedures will benefit the University by providing a means to

- recognize exceptional faculty from other institutions whom departments and colleges wish to develop relationships,
- designate faculty titles for the distinctive faculty roles on our international campuses,
- honor deans and other administrators who have made exceptional contributions who wish to return to the faculty, and
- enable us to better recognize the distinctive duties of clinical faculty and strengthen the alignments of career progressions with the quality of clinical care, and
- strengthen the integrity of our career-track professorial titles by ensuring that appointments include rigorous peer reviews.

**Anticipated concerns or objections:**

The policies for track changes may seem like extra work to those who have promoted career-track faculty or changed them to tenure track appointments without peer reviews. Those who are not familiar with the ways the titles and procedures have been used in clinical and international units may not feel that they are appropriate for their department. If so, those units need not adopt them.

**Estimate and description of financial cost to implement, if any:**                      None

**Will the policy affect any of the following?**

- |                       |   |   |   |
|-----------------------|---|---|---|
| Existing UA Policy    | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | Compliance with federal law/regulations | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Existing UA Procedure | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | Compliance with state law/regulations   | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Existing Board Policy | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | General Public                          | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |

**Describe any item checked “yes”:**

*Laureate, Global Faculty, Clinical Faculty*, and new emeritus titles will be added to the Definitions sections in UHAP, and revisions will be made to promotion review policies.