

## **Report of the Committee on Joint Appointment Policy**

### **Members of the committee:**

Bill Bristow – Chair – Professor of Electrical Engineering, joint appointment in the Geophysical Institute.

Perry Barboza – Professor of Biology and Wildlife, joint appointment in the Institute of Arctic Biology.

Doug Christensen – Professor of Geology and Geophysics, joint appointment with the Geophysical Institute.

Roxie Dinstel – Professor of Extension, Health, Home & Family Development, joint appointment with the Cooperative Extension Service.

Gilberto Fochesatto – Associate Professor of Atmospheric Science, joint appointment in the Geophysical Institute.

Gary Kofinas – Professor of Resource Policy and Management, joint appointment with the Institute of Arctic Biology and SNRAS

Gordon Kruse – President's Professor of Fisheries and Oceanography, joint appointment with Juneau Fisheries

Patrick Marlow – Associate Professor of Linguistics, joint appointment with the School of Education

The committee was formed at the end of the 2012-2013 academic year and held an initial meeting in May 2013. At that meeting Cecile Lardon described the task as suggesting policy to cover tenure and promotion evaluation of faculty with joint appointments. New policies will be incorporated into a revision of the "Blue Book", which has been underway for some time by existing Faculty Senate committees. More formally stated the charge of the committee was:

### **Charge:**

1. Recommend formal policies and procedures for hiring and evaluation of tenure-track and research faculty with joint appointments
2. Write new sections on these policies and procedures for the UAF Blue Book
3. Advise the Faculty Senate on other issues related to joint appointments that the committee wishes to raise.

The committee did not meet over the summer, but began work by querying the Deans and Directors and received comments from a few of them. The following paragraphs summarize the comments:



Excerpts from Dean Goering's comments:

"\*Current CBA policies require at least a 51% academic appointment of 9 months for tenure-track faculty. Existing contracts are grandfathered in at existing percentages."

"For faculty members with any fraction of joint appointment in an academic department in CEM these evaluations are carried out using the published University and CEM Unit Criteria for Promotion and Evaluation. The CEM peer review committee consists of a core committee including one senior faculty member from each of the six academic departments in the college. The core committee is then augmented for each candidate by adding the tenured faculty members from each candidate's department to the core committee."

"The main concern is who is "on the hook" for faculty salaries when faculty starting in a joint appointment do not live up to their research funding expectations."

"As a result of these past failures and related budgetary impacts CEM has begun offering joint appointments with a 51% tenure commitment, meaning that academic department is obligated to fund no more than 51% of the 9-month contract regardless of what may happen with the associated 49% research appointment. This is specifically stated in position offer letters and contract letters."

"Hence that type of analysis by the faculty member's Director is valuable to the unit Dean and Peer Review Committee. However, it is important for the Director to reference his/her evaluation to the CEM Unit Criteria as those are the controlling guidelines for tenure and promotion evaluations for faculty with any fraction of an appointment in a CEM department."

"Some faculty have asked that the CEM Unit Peer committee be supplemented by adding faculty from outside the academic department or college (such as by adding additional institute faculty, without any CEM appointment, to the committee). This has been resisted, and in our view is inappropriate since tenure is held in the academic department, not the institute, and thus the departmental/college based faculty are the appropriate peer group."

### **SNRAS/AFES**

Interim Dean Steven Sparrow's comments were simply a summary of the status of their existing faculty joint appointments.





Dean and Dean in the case of inter-college appointments). In addition, the locus of tenure and conditions for tenure, including applicable unit criteria, will be determined.

A paragraph was added to Chapter II section D. Letter of appointment:

...

Letters of appointment for Tenure-Track Joint-Appointment Faculty will state the percentage of effort dedicated to each unit supporting the appointment as well as the division of supervisor responsibilities and the applicable conditions for tenure.

In Chapter III section B Types of Evaluation for Different Faculty, a paragraph was deleted and replaced as follows:

...

In the case of a faculty member having a joint appointment, the dean will

