APPPOINTMENT OF NON-SALARIED FACULTY TO THE DEPARTMENT OF PHARMACY PRACTICE AND SCIENCE

A. Philosophy of Appointment
Individuals who receive appointment to the faculty of the College and University are receiving a substantial recognition. Thus, there must be a quid pro quo for the appointment. These faculty are expected to significantly contribute to the teaching, research, or service missions of the department and college. These faculty also have a right to expect support from the department and college as they conduct their duties on behalf of the department.

B. How Faculty May Be Appointed
Individuals may self-nominate or be nominated by a current faculty member (both salaried and non-salaried may nominate). In either case the proposed activities on behalf of the department must be stated in the letter of nomination or application. Further, a current curriculum vitae and two letters of reference must accompany all nominations and applications.

C. Voting Status
Voting status in the department and college is reserved for those faculty who receive a salary from the University of Arizona. Thus, non-salaried faculty are not eligible to vote on department matters. However, they are encouraged to attend faculty meetings and take part in all discussions affecting the future of the department and college.

D. Appointment Rank
The department head may make the appointment at the clinical instructor level, without review by the department’s faculty status committee. The department’s faculty status committee must approve all appointments at a higher level (i.e., clinical assistant professor, clinical associate professor, and clinical professor), unless the individual is already appointed at the rank in another college at the University of Arizona.

E. Periodic Review
All non-salaried faculty shall be reviewed at least every two years to determine the continuation of their appointment. Successful continuation will be based on the actual level of activities provided to support the teaching, research or service missions of the department and college. If non-salaried faculty are not able to maintain a sufficient level of activity on behalf of the department/college, their appointment shall be rescinded. If the individual’s situation changes in the future in such a way that they may again devote more time to the faculty appointment, they may be reinstated at their previous ranking by providing a letter to the Department Head requesting reinstatement. In this letter, the applicant must again describe the activities they will provide to the department/college.

F. Promotion
Promotion evaluations and decisions are conducted in the same manner for non-salaried as salaried faculty. However, anyone possessing a primary appointment in another college at
the University of Arizona will automatically be promoted (after a letter of request) when promoted in their home department/college. No review by the faculty status committee will be required.

Approved by vote of the department faculty | January 11, 2000