CONVERSION OF NON-TENURE-ELIGIBLE CLINICIAN FACULTY TO TENURE-ELIGIBLE FACULTY

Introduction
Faculty are promoted and/or tenured under the guidelines of the Arizona Board of Regents' Conditions of Faculty Service, which are supplemental to the University policy outlined in the University Handbook for Appointed Personnel (UHAP), including any published supplements or revisions thereof. Faculty should thoroughly read and understand each of these University documents, as well as the Department and College Promotion and Tenure policies.

Criteria for Conversion from Non-Tenure to Tenure-Eligible Status
A non-tenure-eligible faculty member may be considered for conversion to tenure-eligible status if all the following criteria are met.*

1. The faculty member must be a full-time (1 FTE) employee of the College of Pharmacy.
2. Following conversion to tenure-eligible status, at least 35% (0.35 FTE) of the faculty member’s responsibilities must be devoted to research.
3. Although exceptions are possible with exemplary faculty members, in general, the faculty member should have had full-time status in the College of Pharmacy for at least 5 years prior to being considered for conversion to tenure-eligible status.
4. For a faculty member to be considered for track change, the candidate’s annual performance reviews and dossier must establish a solid history of a high level of performance in scholarly activity, teaching, and service.
5. Candidates should meet with their department head to plan their dossier submission for a track change, which could involve a long-term plan to develop a competitive dossier justifying the track change. The department’s Faculty Status Committee will be charged to review the candidate’s current P & T dossier for potential future success as a tenured faculty member with substantial research expectations. If the review is positive and the department head approves, a contract change will be needed to reflect the candidate’s change to tenure-eligible status. In conjunction with the contract change the candidate will be expected to form a mentoring committee comprised of 2 or 3 tenured faculty members who perform research in the candidate’s area of focus. Once converted to a tenure-eligible track position, an assistant or associate professor will have up to six years to gain tenure, or a full professor three years.
6. In order to demonstrate capability in scholarship, the candidate will be expected to have garnered continuous external funding sufficient to fund their research program and generate peer-reviewed publications for at least 3 years prior to conversion. After conversion to tenure track and after receiving tenure, it is expected that 10% to 20% of the candidate’s salary will be covered on an ongoing basis by their research program, assuming their research effort is less than 0.5 FTE of their total FTE. Percent effort beyond 0.5 FTE requirements are governed by greater expectations.

* Conversion to tenure-eligible is dependent on whether the College has sufficient funds to cover the tenure.