

Faculty Joint Appointments

Department of Ecology and Evolutionary Biology The University of Arizona

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(Bronstein, Sullivan, Davidowitz, Enquist)

The Department of Ecology and Evolutionary Biology has a productive relationship with many faculty in other departments at The University of Arizona. For a variety of intellectual and practical reasons, joint appointments in EEB are mutually beneficial.

Joint Appointments are distinct from *Shared Appointments*. In the case of shared appointments, the faculty member's salary and teaching and service activities span multiple UA departments, all of which participate in tenure and promotion evaluations. In contrast, faculty with *joint appointments* have a non-EEB home department at UA that pays them, establishes their teaching and service responsibilities there, and evaluates them for promotion. Jointly appointed EEB faculty do receive some important privileges by virtue of their status, however.

Eligibility:

- Each joint appointment should carry identifiable benefits for EEB, in terms of its research mission. Research excellence is of prime importance. Evaluation of these benefits will be central to the discussion of whether to appoint a faculty member to a joint position.
- Individuals are only eligible for joint appointments that carry faculty-level privileges if they are in positions in their home departments that carry these privileges. If this status in the home department ends, then their faculty-level privileges in EEB will end as well. Once a joint faculty member retires from the home department, he or she will be designated as a Joint Faculty Emeritus on the EEB website.
- Joint faculty will be asked every three years whether they wish to retain the joint appointment and to report briefly on their interactions with EEB. This information will pass to the EEB Peer Review Committee, which will recommend to the Head whether that joint appointment be continued. If the individual has clearly had no contact with EEB for more than three years (e.g., no involvement in graduate education, no involvement in EEB courses, no seminar presented to the department), then it is within the EEB Head's prerogative to inform the individual that EEB joint status has lapsed.
- There is no absolute cap on the number of EEB joint faculty, nor on the number of joint faculty from a single unit on campus. However, it is understood that balance across research areas covered by EEB would be advantageous.

- The primary appointment of potential EEB joint faculty must be another department at UA. Individuals whose primary appointments are at other universities are not eligible for this particular status.

Appointment Process:

- Faculty in other units may actively seek appointments, or the department may reach out to individuals considered to be appropriate for joint status.
- Consideration of a candidate for a joint appointment begins with a formal request from the candidate that explains the mutual advantages of a joint appointment. This letter should be directed to the Head of EEB.
- A letter of nomination should then be written by a current EEB faculty member.
- The candidate's letter, the letter of support, and the candidate's CV will be forwarded to the EEB Promotions and Tenure Committee. If the Committee feels that it is not appropriate to move forward with the nomination, they will communicate this recommendation to the Head and the Head will write to the candidate to that effect. If the decision is to move forward, then, when appropriate, the Seminar Committee will work with the candidate to schedule an EEB seminar and a series of meetings with EEB members (including faculty and graduate students). The faculty will be informed that it related to a joint appointment consideration. The candidate' letter and CV and the letter of support will be circulated at that time.
- Discussion and a vote will take place at a forthcoming faculty meeting.
- The EEB Head will inform the candidate and the Dean of CoS of the outcome of the vote.

Privileges and Responsibilities:

- Joint faculty are expected to be visible within the department. Such visibility can take many forms, including graduate advising, contribution to the EEB curriculum, and attendance at seminars and social events. Joint faculty should present a research seminar to EEB approximately every 3-6 years. As described above, prolonged lack of involvement in EEB (more than three years) may be considered grounds for EEB to allow the joint appointment to lapse.
- It is the responsibility of the department to assure that joint faculty receive all email communications directed to the core EEB faculty, and to keep a prominent, up-to-date list of joint faculty and their contact information on the EEB website.
- Joint faculty are welcome (though not expected) to attend EEB faculty meetings and give advice. However, they although not allowed to vote. They will be encouraged to actively participate in the yearly EEB retreat.
- Joint faculty may serve as primary advisor for EEB Ph.D. and M.Sc. students. When serving on graduate committees, they can be counted as part of either EEB or as part of their home department. However, when there is

competition for graduate applicants and resources are limited, core EEB faculty may be given preference.

- Joint faculty may serve on departmental committees by mutual agreement with the Head, but are otherwise not expected to take an active role in departmental service.
- Some activities of joint faculty may require access to departmental resources, including computer equipment, space, and technical/clerical support. Such needs are recognized and will be addressed as the situation demands, subject to the following general constraint: The needs for any such resource will be evaluated relative to the needs of core EEB faculty, with core faculty having priority. Adjudication of these matters will be dealt with on a case-by-case basis by the Head.
- Promotions and tenure decisions of joint faculty are made by their home departments. The home department may ask for input from the EEB Head, but this is not a formal evaluation with faculty vote.