Professional Track Faculty

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UM is like other universities:
~1,550 Tenured/Tenure-track Faculty &
~3,200 Professional Track (PTK) Faculty
PTK Faculty:

- Deliver 40% of undergraduate credits, equal to that delivered by T/T faculty (staff and GAs account for remaining 20%)
- Bring about 20% of the sponsored research awarded to campus annually --- that’s $100,000,000+
- Connect campus to local, state, and federal agencies through appointments and outreach efforts off campus
“PTK” Not Homogenous

- Instructional Faculty
  - 300 Full-time
  - 350 “Adjuncts”, i.e. one course/semester or year
  - 350 Part-time, teaching is primary career

- Research Faculty
  - 600 post-docs
  - 400 Research faculty (e.g. “Research Scientist”)
  - 800 Faculty Research Assistants (FAs)

- Service
  - 300 Extension across the state
  - 100 Clinical and teacher certification programs

- “Faculty Research Assistants”
  - Students with Bachelor’s degrees
  - Researchers with PhDs as Co-PIs on grants
  - Everything in between
Concerns in the 2013 Senate-Provost Task Force Report:

- Compliance with policies for contracts and the related provision of benefits
- Appointment system which forces departments and units to create ad hoc solutions for many PTK appointments, which in turn lead to various problems, both legal and administrative
- Inadequate system of titles leading to significant mismatches between someone’s title and responsibilities – e.g. Lecturers who do no lecturing and Research Professors who do no research – and thus to unclear expectations
Concerns in the 2013 Senate-Provost Task Force Report:

- Poorly defined and inconsistently applied standards for evaluating and promoting PTK faculty – and for instructional faculty and FRAs, essentially no opportunity for promotion even after prolonged, high-level contributions
- Little to no support or recognition, through either compensation adjustments or awards, for participation in professional development activities or professional accomplishments
- Inadequate opportunities for participation in shared governance at all levels
Report Summary:

- PTK faculty are dedicated and want to contribute more to the institution but are hindered by current policies and procedures.
- Compliance with existing policies varies widely across units, which is detrimental to both PTK faculty and the institution.
- Offered 21 recommendations for addressing concerns.
- The University of Maryland can become a leader in creating a new model for how a major research institution fully engages all members of its faculty regardless of their tenure status.
1st Steps

- In the Senate:
  - The University Senate passed a new system of titles that regularizes NTT faculty appointments, contract terms, and promotion opportunities.
  - The University Senate adopted “Professional Track” as the official category for faculty not eligible for tenure.
  - Re-apportionment led to over 30 seats for PTK faculty in the University Senate (compared to 3 previously).
  - Campus-wide guidelines for evaluations and promotions of PTK faculty

1st Steps

• From the Provost:
  † An online contract system has been deployed to provide better management and oversight of PTK faculty appointments campus-wide. About ¾ of our PTK faculty have contracts created through the online system.
  † A type of PTK faculty appointment that allowed PIs to set benefits levels for certain research faculty was discontinued. Beginning FY17, all benefits-eligible faculty will be given access to the same benefits package.
  † Inauguration of Provost’s Excellence Awards for PTK Faculty.
1st Steps

• From other units:
  ♦ The Office of the Vice President for Research changed the registration procedures for the workshops they offer to first-come, first-served.
  ♦ The ADVANCE program initiated Advancing Professional Track Faculty, a program to enhance professional development and networking opportunities for PTK faculty at UM.
Next Steps

• Full deployment of the contract management system

• Full deployment of unit-level policies for the Appointment, Evaluation, and Promotion (AEP) of PTK faculty. (Most college policies have been approved or will be early this fall; departmental policies will be developed this academic year.

• For summaries and links to materials, see: https://www.faculty.umd.edu/policies/ptk_changes.html
PTK Appointment and Promotion Reviews

Departmentalized Colleges

**Department**
- locally established criteria
- policies/process approved by college

Chair’s Review  Committee’s Review

**College**
- colleges establish process
- policies/process approved by Senate

Dean’s Review  Committee (if applicable)

Non-departmentalized Colleges

- colleges set criteria and process
- policies/process approved by Senate

Dean’s Review  Committee’s Review

All PTK promotions are reviewed by the Office of Faculty Affairs.

PTK promotions to the highest level are reviewed by the Provost

PTK promotions to the middle level stop at the college

Provost’s Review

PTK-AEP Committee
- 5 full Professors
- 2 highest level instructional PTK
- 2 highest level research PTK

Provost