

## **Request of the Authority to Recommend the Appointment of Regular Rank, Non-Tenure Track Faculty**

The Duke Global Health Institute (DGHI) requests authority to recommend non-tenure track regular rank research, practice and Track IV (“Clinician-Teacher track”) faculty appointments for DGHI and affiliated centers directly to the Provost, with support, where applicable, of a relevant department chair and the relevant Dean.

Given DGHI’s mission to lead Duke’s participation in education, research, policy and service in Global Health (GH), DGHI needs to be able to recruit, appoint, and evaluate faculty along all categories within the regular rank non-tenure track, where the faculty member’s work is interdisciplinary, research-intensive, clinically and/or practice-based and of sufficient quality to have established a national or international reputation. Although such appointments may at times be in concert with the needs of a particular department, there exist occasions in which the primary focus of an individual’s scholarship is far more relevant to DGHI’s interdisciplinary mission than to the necessarily disciplinary focus of any department. In such cases, it would be advantageous to DGHI and to Duke to be able to appoint regular rank, non-tenure track faculty directly into DGHI and its affiliates to pursue their research, education, policy and service goals at the highest level of competitiveness nationally.

Consistent with the faculty appointment procedures specified in the Faculty Handbook and DGHI By-Laws, and guided by the principles outlined below, an appointment can be made after authorization has been given by the Provost for an appointment to be made. The Faculty Search Committee appointed by the Institute Director will issue its recommendation to the Institute Director, who will then convene DGHI Members (as outlined in the DGHI By-Laws) to advise by vote on the appointment of the new faculty member. At least half of DGHI Members, and no fewer than five, will be tenured or tenure-track faculty.

In most instances, appointments will be the result of a nationally advertised search. DGHI Director shall have the authority to appoint a Faculty Search committee with apposite expertise from within or outside DGHI, whose members shall be chosen in consultation with DGHI Members. In some cases, the highly specific needs of a program of research or the unique opportunity to employ a scientist of unusual talent may necessitate that an appointment be made without a national search. In these cases, DGHI Director will petition the Provost to waive the requirement for a national search. Should the search be waived or if a faculty member is being considered for appointment at a new rank or reappointment at existing rank, a Faculty Review Committee will be constituted to conduct a review of the candidate. Faculty Review Committees will be appointed by DGHI Director in consultation with DGHI Members.

Either the Faculty Search or the Faculty Review committee will make a recommendation concerning appointment to DGHI Director who will then submit the recommendation to DGHI faculty Members. DGHI Members will cast their vote via anonymous ballot or electronically via email votes that will be collected and stored in a manner that ensures that each DGHI faculty Member’s decision is confidential and does not become known to the other Members, to the Institute director, or to other faculty colleagues.

Consistent with the voting rules for faculty appointments outlined in the faculty handbook, all tenured and tenure-track faculty who are DGHI Members will be eligible to vote on non-tenure track regular rank appointments; non-tenure track, regular rank faculty who are DGHI Members and of an equivalent or

higher rank than the appointment being considered are also eligible to vote. A two-thirds vote in favor of the candidate among those voting is required for initial faculty appointment, and a majority vote in favor of the candidate among those voting is required for appointment at new rank, and for re-appointment at existing rank. Final recommendation on all faculty appointments rests with the Director, who will transmit the results of the vote and all relevant materials, along with his or her recommendation, to the Provost for final consideration, and where approved, recommendation to the Board of Trustees.

Such appointments might be accompanied by one or more appointment(s) in an academic department. Although often desirable, such appointments will not be a requirement; when appropriate, they will both ensure that the individual faculty members have access to departmental colleagues in a relevant discipline (or multiple disciplines).

DGHI, in conjunction with the director of the affiliate center (when applicable), will be responsible for establishing a plan to ensure financial security for each faculty position for the duration of the appointment, in accordance with the Faculty Handbook. The contracts will be for a specified time (not to exceed five years).

Career mentoring and annual performance reviews normally will be initiated and conducted by the supervisory DGHI affiliate center Faculty Director (when applicable) and by the DGHI Director. Consideration for renewal will be undertaken in the penultimate year of the faculty member's existing contract and in accordance with procedures outlined above. Thorough performance/reappointment reviews will be conducted no less frequently than once every two years.

A non-tenure track regular rank faculty appointment in an affiliate of DGHI or in DGHI itself is awarded only in recognition of extraordinary merit. Such appointments require a willingness to engage in the education, teaching, or service activities of a relevant affiliate center (when appropriate) and of DGHI itself, according to the terms specified in that faculty member's contract. Faculty will be offered a specific track in accordance with DGHI's and the affiliated center's needs and the faculty's interest, based on Duke University nomenclature of regular rank, non-tenure tracks described in the Faculty Handbook.

In anticipation of this proposal, DGHI has formalized its membership procedures (in DGHI's operating By-Laws). When these appointments are initiated by an affiliate center, non-tenure track regular rank faculty will have a primary appointment in DGHI and may have a secondary appointment in the affiliate center, even if the work is primarily carried out in the affiliate center.

November 29, 2007