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Corrup-Boen

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To: Jim Boen
From: Henry Blackburn
Subject: Major Chair in Epidemiology

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Some question on the proposed appointment of M. Sprafka was not unexpected. This is why I earlier consulted with you. As I indicated, however, I hope the decision can be a functional one rather than purely an administrative one. Other than you and me harping back to "the good old days when we were all T appointments" and we all did "everything", I would like to raise a major paradox. T professorships are a critical mechanism for maintaining the school's outstanding research status. T professorships require listing, in the job description, of teaching responsibilities, otherwise there cannot be professorships, but research associates. Thus, teaching responsibilities are required for the appointment and thus, continuation and promotion in the position also requires teaching responsibilities.

Moreover, after the latest round of tenure determinations on temporary faculty, it was decided that there would be separate criteria for promotion for such T professors. In fact, the direction is now 180 degrees away from that decision, making the criteria for promotion of T professors identical to those in tenure-track.

Thus, T recruitment and job descriptions, responsibilities assigned and evaluation of performance for promotion, all outside of the tenure line, have the same criteria. It would therefore be quite paradoxical to deny an individual any responsibility in the training function of a division of the school when the criteria for his or her appointment and evaluation require such function. In this case we are matching the function against the skills available and there is not another logical choice at this time.

Potential alternatives it seems to me include appointment of individuals that the division considers inappropriate either in skills, training or career orientation to hold the position of Epidemiology Major Chair, despite their commitment and skills in graduate education. Another alternative is to make the position an acting one until the division develops or hires such a person on the N track. A third alternative is to open an N track position now for the Epidemiology Chair for which our presently qualified temporary professors and others outside, could compete. A fourth alternative would seem to be the easiest, that is, let the Sprafka appointment go through. We are sufficiently well covered in the annual

letter of conditions of hiring, and in the annual renewal for T professors, that this assignment of a division training function should not create, in itself, expectations of tenure appointment or advancement to tenure.

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cc: R. Kane
R. Luepker
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