	Title: Policy on the Use of the “V” Category for Hiring Faculty in the College of Nursing	Review Frequency: Two Years	Effective Date: 7/1/2022
	Policy	Doc Control #	CON-316
		Revision #	1

1. Purpose/Objectives.

1.1. This document provides the option to appoint newly hired faculty at the assistant professor level to a temporary visiting position for a period of up to three years. This provides an opportunity for the new faculty member to determine whether clinician educator or tenure track is the best fit for their professional academic goals.

2. Scope.

2.1. This policy applies to new faculty being hired at the Assistant Professor rank in College of Nursing who are equally qualified to pursue either the tenure or clinician educator track. The option may be made available at the discretion of the Dean, faculty supervisor, and new faculty member at the time of hire.

3. Content.

- 3.1. The College of Nursing has the option to use the V code category (Visiting Faculty Category) to appoint faculty at the time of hire. Faculty may have a V- appointment for up to three years before becoming appointed to either Clinician Educator or Tenure Track at the College of Nursing.
- 3.2. The 'V' category is appropriate for faculty entering academic nursing at the College of Nursing who may need some time to determine whether their professional goals and talents align best with Clinician-Educator track or the tenure track.
- 3.3. In order to be eligible for an initial V-Track appointment, the position must be advertised nationally in accordance with approved Office of Equal Opportunity language and guidelines as open positions that can be filled by faculty who will have visiting, clinician educator, or tenure track status.
- 3.4. The decision concerning the appropriate category for a prospective faculty member should be made by the candidate, in consultation with the supervisor, or director of the hiring unit, and the Dean, based on the experience, credentials, funding history, and publication history of the individual.
- 3.5. The College of Nursing must have and maintain a tenure and a clinician educator track position available during the period of V-track appointment.
- 3.6. Persons in the 'V' category will have the working title 'Assistant Professor.' Only their contracts will show that they are Visiting Faculty.
- 3.7. The 'V' category is defined in the Faculty Handbook (A-28) as a temporary position. Persons holding temporary appointments are not members of the voting faculty for purposes of University business (A51). As a matter of policy, however, the College of Nursing has designated 'V' faculty as voting faculty for internal CON issues.
- 3.8. The terms of the appointment, including the basis and timing of a conversion to the tenure track or the Clinician Educator track must be included in the letter of offer. Time in a temporary appointment (V-track) shall not be counted as time in rank toward the mid-probationary review, tenure, or advancement in rank.

4. Responsibilities.

RESPONSIBILITIES	
Position/Title/Group	Requirements/Expectations/Duties
Dean, Executive Vice Dean, faculty supervisors, & director of hiring unit	The Dean, Executive Vice Dean, and faculty supervisors are responsible for enforcing this policy and notifying potential new faculty entering contract negotiations as well as newly hired faculty of this policy.
Faculty Supervisors	Faculty Supervisors are responsible for working with newly hired faculty to assist the faculty member in determining which track they intend to pursue.

Newly hired faculty	Newly hired faculty are responsible for understanding their options for selecting a professional track as they advance at the College. Faculty should work with their immediate supervisor and any mentors to identify whether to pursue a tenure or clinician educator track.
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5. Records Applicability/Retention

Documentation regarding a faculty member's appointment and contract will be maintained within the individual faculty member's personnel file.

6. External Reference(s).

6.1. None

7. Internal Reference(s).

- 7.1. UNM Faculty Constitution: Article 1: The University Faculty: <https://handbook.unm.edu/a51/>
- 7.2. College of Nursing Faculty Business Meeting Minutes for May 6, 2019 : \Nursing\College Business\Committees, Councils, Org Meetings, and Ad Hoc Workgroups\Faculty Business Minutes\2019\05-May

8. Definitions.

8.1. None


9. Key Words.

9.1. Appointment, temporary position, tenure, clinician

10. Attachments.

10.1. None

11. Approval Authority.

APPROVAL and Information			
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Consultants	Senior Faculty Committee	03/18/2019	<i>Approved</i>
Committee	Full Faculty, Faculty Business Meeting	05/06/2019	<i>Approved</i>
Reviewer	Emma Rodriguez, Associate University Counsel	08/14/2019	<i>Edited</i>
Committee	Full Faculty, Faculty Business Meeting	9/15/2021	<i>Approved</i>
Official Approver	<i>Christine E. Kasper, Dean and Professor, College of Nursing</i>		<i>Approved</i>
Official Signature		6/14/22	
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12. Document History.

HISTORY LOG				
Date and Date Type:	New/ Revision #	Title of Document:	Description of Change(s):	Approved By: Print Name/Title
9/9/2019 Origination	New	Policy on the Use of the "V" Category for Hiring Faculty in the College of Nursing	New document	Christine E. Kasper, Dean and Professor
5/9/2022	1	Policy on the Use of the "V" Category for Hiring Faculty in the College of Nursing	Reviewed and approved by full faculty with no revisions. Minor revisions made to reflect organizational structure changes within Responsibilities section.	Christine E. Kasper, Dean and Professor

