

COLLEGE OF AGRICULTURE, LIFE AND ENVIRONMENTAL SCIENCES (CALES) CRITERIA FOR PROMOTION; TENURE-TRACK EXTENSION SPECIALISTS

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University of Arizona College of Agriculture, Life and Environmental Sciences Cooperative Extension Specialists (Tenure-Track) extend the University to the people of Arizona through a variety of outreach, educational, and applied research programs. Extension integrates teaching, issue-driven research, and creative activity for engaged outreach that ultimately leads to a change in behaviors or conditions. They perform a vital role in the three primary functions of a land-grant university: teaching, research, and Extension. Criteria are listed below for initial appointment, then promotion for each Extension Specialist rank.

	Assistant (guidance for initial appointment and 3-year review)	Associate (expectations for promotion, in addition to Assistant- level expectations)	Full (expectations for promotion, in addition to Assistant- and Associate-level expectations)
<i>Research/ Scholarship</i>	Manages resources for research-based Extension education programs Prepares and delivers/disseminates audience-appropriate publications, scholarly works, and creative activities Demonstrates competence through professional activities Promotes public understanding for Extension and UofA programs	Preparation and dissemination of scholarly works extends to national audiences Demonstrated efforts to secure funding to support programs Secures acknowledgement for their work (e.g., awards)	Preparation and dissemination of scholarly works extends to international audiences Secures funding to support programs
<i>Extension Program Development and Delivery</i>	Works cooperatively and provides leadership within the UofA, state, and region in delivery of educational programs that address current high-priority needs of stakeholders Disseminates materials through workshops, electronic	Demonstrated expansion of programming, clientele, and collaborations to regional and national levels If needed, modifies programs based on clientele needs	Continued expansion of programs including, if appropriate, to international audiences Provides evidence that their programs have contributed to stakeholder knowledge beyond the Southwest

	communications, or other methods		
Service	Committee service as appointed by the Unit Head or Dean	<p>Serves on committees for Extension, CALES, the UofA, and/or professional organizations</p> <p>Receives invitations to review and evaluate materials from colleagues</p>	<p>Serves a leadership role in Extension, the Unit, the UofA, and professional organizations</p> <p>Receives invitations to review and evaluate materials from Extension colleagues within and beyond the UofA</p>
Teaching <i>(optional; to be considered only for Specialists with a formal Instructional position split)</i>	Demonstrated ability to develop and deliver strong classroom-based instruction	<p>Sustained competence as a teacher: well-prepared, with a mastery of the fundamentals of the subject matter.</p> <p>Peer observations of courses as well as student evaluations convey quality instruction</p> <p>Demonstrated promise of continued growth as an instructor</p>	Maturity of judgement conveys distinguished academic leadership