

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

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University of Arizona College of Agriculture, Life and Environmental Sciences Tenure-Track guidelines reflect the relative responsibilities assigned to teaching, research, and service in relation to the faculty member's position description.

The requirement of exceptional performance and promise of continued excellence necessary for the granting of promotion and/or tenure includes compliance with relevant UofA and Board of Regents policies.

	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 programs Prepares and delivers/disseminates audience-appropriate publications, scholarly works, and creative activities Demonstrates competence through professional activities	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 and publications in leading peer-reviewed journals Achievement in technology development and transfer Secures funding to support programs
<i>Teaching (includes both formal and non-formal instruction; classroom, workshops, online)</i>	Demonstrated ability to develop and deliver strong instruction in areas outlined in the position description	Shows a mastery of the fundamentals of subject matter Strong peer reviews of teaching; complimentary teacher course evaluations Demonstrated ability to recruit and mentor graduate students; mentoring of Honors College students	Maturity of judgement conveys distinguished academic leadership, Instructional program demonstrates excellence in education of graduate and undergraduate students

		Promise of continued growth as an instructor	
Service	Committee service as appointed by the Unit Head or Dean	Serves on committees CALES, the UofA, and/or professional organizations Receives invitations to review and evaluate materials from colleagues	Serves a leadership role in the Unit, the UofA, and professional organizations Receives invitations to review and evaluate materials from colleagues and organizations within and beyond the UofA