

GUIDELINES FOR THE APPOINTMENT TO AND PROMOTION OF PROFESSORS OF PRACTICE IN THE UNIVERSITY OF ARIZONA'S COLLEGE OF SCIENCE

This document describes a formal career path for teaching professionals within the College of Science with a title of *Assistant, Associate or Full Professor of Practice* (hereafter collectively referred to as "Professors of Practice"). These are nontenure-eligible appointments. These appointments provide recognition and a formal career path for faculty whose contributions to a department lie primarily in teaching and, to a lesser extent, disciplinary scholarship or the scholarship of teaching and learning within the discipline.

Professors of Practice will, in addition to their own teaching activities, provide support to enhance the assessment and teaching activities within their departments. Department heads will determine the specific distribution of teaching, service, and research conducted by Professors of Practice at all ranks based on departmental needs and disciplinary norms.

Professors of Practice at all ranks will be given contracts of a defined length. Associate Professors of Practice may request consideration for promotion at any time.

Promotion Procedures for Professor of Practice Track

Reviews of nontenure-track faculty follow the procedures set out in the *University Handbook for Appointed Personnel*. A committee with at least three faculty members will make a recommendation to the head of the candidate's department. These faculty may include tenured faculty from the candidate's home department and Professors of Practice from the home department or other departments in the College of Science, so long as those faculty members hold a rank equal or superior to the rank for which the candidate is being considered. The promotion committee will consider the candidate's dossier, using the promotion dossier format approved by the Provost's Office, teaching evaluations, external funding and letters of evaluation. The committee may use criteria similar to the SEPTC (Science Education Promotion and Tenure Committee) criteria described in College of Science policies. The committee will vote and provide a formal recommendation to the candidate's department head.

Candidates' dossiers are then reviewed by the dean before being submitted for review to the Provost's Office. The Provost will make final decisions regarding promotion.

Appointment/Promotion to Assistant Professor of Practice

Appointment at, or promotion to, the level of Assistant Professor of Practice is based chiefly on promise as an educator and on the department's desire to support colleagues who contribute substantially to the educational goals of the department. Appointment at this rank typically requires two or more years of postdoctoral or other relevant experience, including teaching experience within the discipline. The individual must provide documentation of teaching accomplishments and demonstrate promise of disciplinary scholarship or scholarship in areas of teaching and learning within his or her discipline.

Contract Length: Assistant Professors of Practice will receive an appointment for a one-year term, with renewal based on review of performance. An appointment may be renewed an indefinite number of times subject to satisfactory annual performance evaluations.

Assistant Professors of Practice will:

- Consistently deliver courses with (1) rigorous and engaging pedagogical approaches, (2) significant and clearly documented student learning outcomes, and (3) above-average student and peer evaluations (as

- compared to a mean group identified by the department);
- Develop, investigate, and lead the implementation of new methodologies, instructional technologies and innovative teaching strategies that promote a learner-centered instructional environment; and
- Improve the department's assessment of teaching and learning at all levels through research, leadership of curricular innovations, and the development of shared resources.
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In addition, Assistant Professors of Practice may:

- Provide professional development opportunities for faculty, post-doctoral, graduate and undergraduate students within the department and across the University or discipline;
- Provide support within the department to faculty and instructors wishing to implement learner-centered instructional approaches in their classes;
- Serve as voting members of the faculty in their departments and may serve on departmental committees;
- Participate in funded programs that extend the department's, University's and discipline's knowledge or capabilities regarding the teaching and learning in their content areas;
- Participate in other roles as needed in their department to enhance student learning, including student advising, student recruiting, supervising GTAs/Preceptors, and leadership in fostering student engagement in outreach, internships, and research;
- Advise student research and serve as members of Ph.D., M.S., or undergraduate research committees, as permitted by the Graduate College; and
- Serve as PIs or co-PIs for externally funded programs that extend the department's, University's and discipline's knowledge or capabilities in their content area or regarding teaching and learning in their content area.

Appointment/Promotion to Associate Professor of Practice

In addition to the requirements for appointment as Assistant Professors of Practice, appointment at, or promotion to, the level of Associate Professor of Practice typically requires evidence of an established and productive career and is possible only after a minimum of three years of service as an Assistant Professor of Practice or equivalent service. These individuals should be recognized at the regional or national level for their educational accomplishments, as documented in their CVs, by internal letters, and may include extramural letters. In addition, individuals at this level should have clear documentation of service and scholarship at a more advanced level than that required for Assistant Professors of Practice. Examples of scholarship include publications in their discipline, participation in the development of courses or instructional materials that are broadly adopted or especially innovative, participation in faculty development activities, and participation in regional or national meetings of professional societies.

Contract Length: Associate Professors of Practice will receive an appointment for a two-year term, subject to approval by the Provost, with renewal based on review of performance.

Associate Professors of Practice will:

- Actively involve themselves in the educational community of their disciplines, which may include presenting at meetings, participating in national committees, publishing research, or engaging in professional development workshops; and
- Serve as voting members of the faculty in their departments and may serve on departmental committees based on their interests and strengths.

In addition, Associate Professors of Practice may:

- Participate in funded programs that extend the department's, University's and discipline's knowledge or

- capabilities in their content area or regarding teaching and learning in their content area;
- Develop and lead professional development opportunities for faculty, post-doctoral, graduate and undergraduate students within the department, University or discipline;
- Advise student research and serve as members of Ph.D., M.S., or undergraduate research committees, as permitted by the Graduate College; and
- Serve as PIs or co-PIs for externally funded programs that extend the department's, University's and discipline's knowledge or capabilities in their content area or regarding teaching and learning in their content area.

Appointment/Promotion to Full Professor of Practice

In addition to the requirements for appointment as Associate Professors of Practice, appointment at, or promotion to, Full Professors of Practice should signify that individuals are established figures in their fields, and recognized nationally and/or internationally for their educational accomplishments as documented by their CVs, by internal letters, and may include extramural letters. Promotion to Full Professor of Practice may occur at any time, but normally, Associate Professors of Practice will be reviewed for retention in rank every six years. During the fifth year, the Associate Professor of Practice must be informed by the department head that he or she has the right to be reviewed for retention in rank or for promotion to Full Professor of Practice. A review will be conducted unless the faculty member declines in writing. Teaching contributions should be of the highest quality and clearly documented. Individuals should, furthermore, show evidence of significant contributions to the strength, reputation, educational mission, or leadership of the department. Examples of scholarship include teaching awards, development of courses and instructional materials, presentation of faculty development programs, and research publications within their discipline or on matters of teaching and learning within the discipline.

Contract Length: Full Professors of Practice will receive an appointment for a three-year term, subject to approval by the Provost, with renewal based on review of performance.

Full Professors of Practice will:

- Demonstrate leadership within their departments regarding the development and implementation of innovative teaching and learning strategies;
- Serve as mentors to others in the department or the University for teaching excellence;
- Have established themselves as leaders in the educational community of their disciplines by presenting at meetings, participating in national committees, publishing peer-reviewed research, or leading professional development workshops; and
- Serve as voting members of the faculty in their departments and may serve on departmental committees based on their interests and strengths.

In addition, Full Professors of Practice may:

- Have established funded programs (as PI or Co-I) that extend the department's, University's and discipline's knowledge or capabilities regarding their content area or the teaching and learning of their content area;
- Advise student research and serve as members of Ph.D., M.S., or undergraduate research committees, as permitted by the Graduate College;
- Develop and lead professional development opportunities for faculty, post-doctoral, graduate and undergraduate students within the department, University or discipline; and
- Chair departmental committees and University committees, as appropriate.