

The University of Arizona Department of Planetary Sciences/Lunar and Planetary Laboratory

Criteria Summary for Tenure-Track Faculty

	Assistant*	Associate**	Full**
Teaching	<p>Candidate meets all the following criteria as applicable to their negotiated workload:</p> <ul style="list-style-type: none"> • Meets established or negotiated teaching workload by teaching undergraduate, General Education, and graduate-level classes. • Serves as a faculty advisor/mentor, and/or serving/leading on graduate degree committees. • Directs graduate student research resulting in published articles and/or presentations that include student and/or postdoctoral authorship. • Teaching receives positive student and peer assessments. 	<p>Meets criteria for Assistant and the following criteria as appropriate given their negotiated workload:</p> <ul style="list-style-type: none"> • Evidence of teaching effectiveness is reflected in the teaching portfolio, peer feedback, and student evaluations. • Undertakes/expands advising and mentorship of students (independent studies, engagement in spacecraft mission/instrument teams, leading research resulting in published articles or presentations). • Participates in curricular development/expansion and programmatic assessments. • Demonstrated record of excellence in mentoring students in projects related to research. 	<p>Meets criteria for Associate and the following additional criteria as appropriate given their negotiated workload:</p> <ul style="list-style-type: none"> • Contributes teaching/advising experience to improving programmatic outcomes based on experience, knowledge of cohorts and practices within peer departments and institutions. • Demonstration of effective mentoring based on student and peer feedback. • Other evidence of teaching excellence, which may include grants for teaching innovations, teaching awards, and/or demonstrated achievements of students.
Research and Scholarship	<p>Candidate meets all the following criteria as applicable to their negotiated workload:</p> <ul style="list-style-type: none"> • Conducts independent research that is supported by research grants and contracts. • Submits research proposals as a Principal Investigator. • Initiates substantial research/projects. Activities such as participation in space mission development, essential research instrumentation or software development, and contributions to large national research consortia or campaigns, are recognized in addition to traditional individually directed research. • Demonstrates active pursuit of external funding for research projects. • Establishes a record of scholarly dissemination of results (e.g., through peer reviewed publications, white papers, conference presentations and/or proceedings). 	<p>Meets criteria for Assistant and the following additional criteria:</p> <ul style="list-style-type: none"> • Attains professional recognition at state, regional, and national levels demonstrated by a record of conference presentations and publications. • Contributes to the LPL research program by advancing and expanding the department research portfolio, for example by addressing new research topics, developing new collaborations within and across disciplines, or advancing laboratory capabilities and methodologies. 	<p>Meets criteria for Associate and the following additional criteria:</p> <ul style="list-style-type: none"> • Demonstrates excellence in research through continuing publication activity during period in rank. • Establishes a clear and coherent line of inquiry. • Provides evidence of recognition at national and international levels. • Exercises leadership in seeking outside funding for research through grants and contracts. • Engages students in collaborative research and scholarly activities.

Service and Outreach	Candidate meets all the following criteria as applicable to their negotiated workload: <ul style="list-style-type: none"> ● Participates as voting member of department faculty as permitted. ● Meets established or negotiated service workload with committee assignments on departmental committees. ● Participates in department outreach events, such as public lectures, to represent their own work and that of the department. 	Meets criteria for Assistant and the following additional criteria as appropriate given their negotiated workload: <ul style="list-style-type: none"> ● Demonstration of effective participation on assigned committees, contributes to decision making and strategic planning in the department and potentially at the college and university levels. ● Service as an appointed expert member of national/international advisory panels and boards. ● Serves as a reviewer and/or editor for high impact scientific and professional journals. 	Meets criteria for Associate and the following additional criteria as appropriate given their negotiated workload: <ul style="list-style-type: none"> ● Evidence of leadership on national and international committees and panels.
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***Benchmarks for third-year retention-in-rank review.**

****Candidate must meet criteria for the position which is sought.**