

CRITERIA FOR APPOINTMENT AND PROMOTION: CAREER TRACK/NON-TENURE ELIGIBLE APPOINTMENTS Arizona Institute for Resilience (AIR)

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The Arizona Institute for Resilience (AIR) Career Track (CT) line has been developed to recognize those faculty members whose primary contribution is to the research mission of AIR. CT faculty must have demonstrated potential for, or achieved excellence in, the initiation, direction, and completion of research projects. In addition, CT faculty are expected to demonstrate mentorship in the context of research. CT faculty may also have teaching responsibilities, and may have service responsibilities to the profession, university, and community.

In general, CT faculty should be appointed in AIR only when there is a reason this appointment is more appropriate than appointment in a department or college. The reason may include but is not limited to: a highly collaborative or interdisciplinary research program; a research area that is well aligned to an AIR strategic research area but not well aligned to any one department or college; or a significant responsibility to an AIR administrative or service facility. AIR CT faculty may hold joint appointments with other units at the University of Arizona.

CT faculty are non-tenure-eligible but are eligible for promotion. Appointments are at the rank of Assistant Research Professor, Associate Research Professor, or Research Professor, depending on qualifications.

AIR guidelines for CT appointment and promotion follow the ORP [Guidelines for Career Track Appointment and Promotion](#) and university policies as outlined below and referenced in this guidance:

- [University Handbook for Appointed Personnel, Chapter 3](#) (UHAP)
- [Arizona Board of Regents Policy Manual 6-201](#) (ABOR)
- [Office of the Vice Provost for Faculty Affairs, Career-Track Faculty Resources](#) (Provost)

This document describes the criteria for appointment and promotion specific to AIR.

Criteria for Appointment by Rank

Appointment to Assistant Research Professor

Appointment at the rank of Assistant Research Professor on Career Track requires the demonstration of promise for excellence in research. An individual typically must hold a doctoral degree or its equivalent of professional and/or technical experience and have completed a period of postdoctoral fellowship or other relevant experience. The individual must engage in a quality program of collaborative research, which is disseminated in oral and/or written forms. They must participate in mentoring, or demonstrate promise to mentor students, post-docs and/or junior colleagues in the context of research. They must have potential for project leadership, or their efforts must be a vital and integral part of a collaborative research project. They must demonstrate promise to obtain external funding as principal or co-investigator.

Faculty with teaching responsibilities must have evidence of teaching effectiveness as documented by student evaluations, peer reviews, or teaching evaluations, and a demonstrated understanding of curriculum design and outcomes assessment as evidenced by a teaching statement or portfolio, as appropriate for their position and workload.

Faculty with service responsibilities must demonstrate participation in AIR beyond their specific project or program, and in interdisciplinary partnerships, and/or outreach activities, and service as a reviewer for grants, competitions, awards, and publications within the program, institution, and profession, as appropriate for their position and workload.

Appointment/Promotion to Associate Research Professor

Appointment at, or promotion to, the rank of Associate Research Professor requires excellence in research, as evidenced by publication in the peer-reviewed journal literature and ability to obtain external funding. There should be evidence of project leadership, or that efforts are a vital and integral part of a collaborative research project, and evidence that this level of accomplishment will continue. In addition to meeting the qualifications for Assistant Research Professor, an Associate Research Professor should have a national reputation in their research field.

Faculty with teaching responsibilities must demonstrate effectiveness and excellence in teaching as evidenced by excellent student, administrative, and peer evaluations; contributions to curriculum development, outcomes assessment, and/or instructional innovations that build on such practices to improve student success; and effective advising, mentoring, and/or student- support activities, as appropriate for their position and workload.

Faculty with service responsibilities must demonstrate participation in AIR, beyond their specific project or program, and must demonstrate participation in AIR and/or university governance, interdisciplinary partnership, and/or outreach activities, and service as a reviewer for grants, competitions, awards, and publications, within the program, institution, and profession, as appropriate for their position and workload.

Appointment/Promotion to Research Professor

Appointment at, or promotion to, the rank of Research Professor requires a sustained and recognized record of excellence and accomplishment in research, in addition to meeting the qualifications for Associate Research Professor. Individuals should have a robust publication record in the peer-reviewed journal literature, evidence of sustained ability to obtain external funding, and evidence of translation of their research which may be through patents, industry interaction, clinical provider interaction, or community engagement. They should have evidence of sustained project leadership, or that efforts are a vital and integral part of multiple collaborative research projects. Their national reputation should be evidenced by invitations to present lectures and seminars outside the University of Arizona, activity in editorial and peer- review activities, or leadership in professional societies. Evidence of excellence in research mentoring must be demonstrated.

Faculty with teaching responsibilities should demonstrate a sustained and high level of excellence in teaching, as evidenced by recognition such as teaching awards; innovations in instruction; impact on curricular practices and teacher development programs; publications, grants, reports, presentations, and other contributions to the scholarship of teaching; and/or leadership of curricular reforms, outreach programs, and/or interdisciplinary initiatives. Faculty with service responsibilities must demonstrate excellence and leadership roles in service activities, in addition to the criteria for Associate Research Professor.

Annual Performance Review

Renewal of the appointment in all ranks will be based upon the annual performance review conducted by a peer review committee which then submits their faculty evaluations to the Director of AIR. The annual performance review process will begin in January and be completed by March 30th. At the end of the evaluation period, the faculty member prepares an annual review portfolio. The Director reviews the

portfolio and evaluation materials provided by the peer review committee, writes a letter of evaluation, and meets with the candidate to discuss the review and goals for the next year.

Generally, the standard for renewal at the assistant research professor level includes at least one external grant application as principal or co-investigator every year, as well as one peer-reviewed paper or peer-reviewed conference proceeding, adjusted for FTE. The standard for renewal at the Associate Research Professor or Research Professor level generally includes at least one funded external project and multiple instances of publication per year, adjusted for FTE, while maintaining the standards of excellence described in the appointment/promotion criteria above, including the standards for excellence in teaching and service, if applicable.

Review Process for Promotion

The review process and timeline for promotion of CT faculty follows ORP guidelines and UHAP policy. This includes guidelines for review committees and dossier preparation, taking into account the criteria for promotion described above.