

Psychology Department Criteria for Appointment and Promotion of Professors of Practice

The policies for appointments and promotion reviews of career-track faculty are included in chapter 3 of the [University Handbook for Appointed Personnel](#) (UHAP). According to [UHAP 3.3.03.b](#), promotion requires excellent performance and the promise of continued excellence as determined by the specific duties assigned to individual faculty members. ABOR section 6-201(l)(4)(a) notes that criteria for evaluation should consider teaching effectiveness; quality of service to the profession, university, and community; and the quality of scholarly research, publication, or creative endeavors—if the faculty member has assigned research duties. Dossiers and other documentation for promotion reviews are available on the Career-Track Faculty page of the Vice Provost for Faculty Affairs website: <http://facultyaffairs.arizona.edu/career-track-faculty>.

	Assistant	Associate	Professor
Teaching	Delivers rigorous courses using empirically-based pedagogical approaches and clearly-documented student learning outcomes. Achieves average or above-average student and peer evaluations. Develops and implements innovative teaching strategies, new methodologies and/or technologies that promote a learner-centered instructional environment. Requires two or more years of post-doctoral experience as a lecturer in the department.	In addition to requirements for Assistant Professors: Shows evidence of an established and productive career in teaching and learning. Is actively involved in the educational community. Recognized at the regional or national level for educational accomplishments. Requires at least 3 years as an Assistant Professor of Practice.	In addition to requirements for Associate Professors: Leads the department in the development and implementation of innovative teaching and learning strategies. Is recognized nationally and/or internationally for educational accomplishments in the field. Shows evidence of significant contributions to the reputation and educational mission of the department. Promotion may occur at any time.
Research/ Scholarship	Improves the department’s teaching and learning through research, leadership of curricular innovations, and the development of shared resources. May participate in or serve as PIs or co-PIs for externally funded research on teaching and learning.	Demonstrates an advanced level of scholarship including publications, and/or the development of instructional materials that are broadly adopted or innovative. Participates in regional or national meetings of professional societies.	Demonstrates leadership in the educational community by presenting at meetings, participating in national committees, publishing peer-reviewed research, or leading professional development workshops. Receives awards for teaching.
Service	Supports faculty and instructors within the department to implement learner-centered teaching approaches. Serves the department in roles that enhance student learning and foster student engagement.	Leads professional development activities for faculty and students within the department, the University, or the discipline.	Mentors others in the department or the University for teaching excellence. Chairs departmental, college, or University committees.