POLICY ON PROFESSOR OF PRACTICE POSITIONS
COLLEGE OF EDUCATION
UNIVERSITY OF ARIZONA

The title Professor of the Practice of Education (practice-track faculty) describes a nontenured, nontenure-eligible faculty member who has established himself or herself by expertise, achievements, and reputation over a sustained period of time to be a distinguished professional in an area of practice or discipline but who may not have substantial academic experience. The primary responsibilities of this position are teaching courses, including seminars and independent studies, to undergraduate and graduate students in a manner that advances the educational mission of the university in a significant or substantial way. Ordinarily these positions are reserved for faculty whose responsibility consists of instruction or supervision of professional practice activities within the college. Professors of practice may be appointed for a period of more than one academic or fiscal year, but not more than three academic or fiscal years, as set forth in Arizona Board of Regents (ABOR) Policy 6-201(C). Such appointments may be renewed for subsequent periods. Practice faculty members are usually appointed at 0.5 full-time equivalent (FTE) or higher and are eligible for all benefits available to similarly appointed employees at the university.

The employment of professors of practice is governed by the ABOR Policy Manual 6-201(C)(15), as well as the University Handbook for Appointed Personnel (UHAP, http://web.arizona.edu/~uhap/). Practice faculty shall have all rights, remedies, obligations, and duties of other nontenure-track faculty members, except as specifically limited by either ABOR Policy or UHAP.

UHAP §3.13.03 Assistant Professors
Appointment or promotion to nontenure-eligible assistant professor will be recommended largely on evidence of promise, adequate training, depth of knowledge in a particular specialty, and capacity to undertake high quality teaching, research, or service. A nontenure-eligible assistant professor is appointed initially for a one-year period. This appointment may be renewed an indefinite number of times subject to satisfactory annual performance evaluations. Promotion to nontenure-eligible associate professorship is possible after a minimum of three years of service in rank.

Although university policy allows promotion after three years, the College of Education policy requires six years of service in rank. Promotion from assistant professor of practice to associate professor of practice normally occurs during the sixth year of appointment; however, assistant professors of practice may be appointed in rank beyond the sixth year. Promotion from associate professor of practice to professor of practice is consistent with UHAP §3.13.04.
**UHAP §3.13.04 Associate Professors**

Appointment or promotion to the level of nontenure-eligible associate professor will require evidence of an established and productive career in addition to the qualifications required of a nontenure-eligible assistant professor. Such an individual should be known at the state and national level for his or her particular expertise. Such a person should contribute to the departmental program in a significant fashion. Annual reappointments may be made an indefinite number of times, subject to satisfactory performance evaluations.

A nontenure-eligible associate professor may be recommended for promotion to the rank of nontenure-eligible professor at any time but normally shall be reviewed for retention in rank every six years. During the fifth year, the faculty member 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 nontenure-eligible professor. A review will be conducted unless the faculty member declines in writing. Recommendations resulting from these reviews must be considered by the standing departmental and college committees on faculty status, as well as the department head and dean, and forwarded to the Provost's office for decision.

**UHAP §3.13.05 Professors**

Appointment or promotion to the level of nontenure-eligible professor will require unique qualifications regarding expertise and experience in addition to those possessed by nontenure-eligible associate professors. Such an individual must have achieved national recognition through peer organizations and should bring distinction to the departmental program. Nontenure-eligible professors may be reappointed annually provided they continue to meet the criteria for the rank and perform satisfactorily as determined by annual performance evaluations.

In addition to the university guidelines as outlined above, the following college guidelines apply.

Initial appointment of professors of practice, whether at the rank of assistant, associate, or full, are considered for qualification and appointed by the department head and dean.

Professors of practice are typically appointed for one-year terms, under the provisions of *UHAP §3.08*. Renewal of such appointments is at the discretion of the department head and the dean. Renewal of the appointment will be based upon the availability of funds and upon annual performance reviews by the department head in consultation with the dean. Reviews are due annually, and in the case of non-renewal, 90-day notice must be given in accordance with *UHAP §3.13*.

A practice-track faculty member, whether at the rank of assistant, associate, or full, should be assigned a teaching load that is greater than that typically assigned to tenure-track faculty in the unit. Other responsibilities, assigned at the discretion of the department or college, could include service and/or
professional development and/or minimal requirements to meet academic qualification for accreditation in a particular area. Practice-track faculty must demonstrate a high level of success in academic or professional instruction/supervision. Specific qualifications for practice faculty within each rank follow.

**Assistant Professor of Practice**
- Terminal degree or equivalent professional experience required. Units within the college will work with the Dean’s Office to define equivalent professional experience.
- Demonstrated success in academic or professional instruction as evidenced by student evaluations, teaching portfolio, peer review of teaching, and student outcomes.
- Potential to contribute to the advancement of learning in the field.

**Associate Professor of Practice**
- Terminal degree or equivalent professional experience required. Units within the college will work with the Dean’s Office to define equivalent professional experience.
- Contributions to advancing learning in the field as evidenced by professional publications, conference presentations, and local outreach work.
- Demonstrated excellence in academic or professional instruction, evidenced by student evaluations, teaching portfolios, peer review of teaching, and student outcomes.
- Evidence of leadership in instructional activity that has had significant impact on the department, college, or university.

**Full Professor of Practice**
- Terminal degree or equivalent professional experience required. Units within the college will work with the Dean’s Office to define equivalent professional experience.
- Contributions to advancing learning in the field as evidenced by professional publications, conference presentations, and local outreach work.
- Demonstrated excellence in academic or professional instruction, evidenced by student evaluations, teaching portfolios, peer review of teaching, and student outcomes.
- Very high performance standard.
- Minimum expectation is for national visibility for candidate’s instructional activities and/or practice, achievable through
  - leadership in professional organizations,
  - instructional methods and/or materials disseminated nationally, or
  - grant funding for instructional activities/innovation.