Eller College Policy for Promotion to Professor of Practice in XXX (Departmental Name)

Promotion to Professor of Practice requires that the candidate:

a. Holds a Ph.D. or other appropriate terminal degree and has extensive teaching and practical experience in relevant areas;

b. Has served as a non-tenure track faculty member for a total of at least ten years at the University of Arizona, and has shown distinction as a teacher during this period;

c. Has served as full-time Senior Lecturer at the University of Arizona for at least five years, and has carried, and continues to carry, an extensive teaching and service load, well beyond that expected of tenure-track faculty;

d. Has made, and continues to make, truly outstanding teaching and service contributions relevant to the department, college and University as a Senior Lecturer; and

e. Has a record of engagement in scholarship that enhances the faculty member’s superlative accomplishments in either teaching or service or research, and advances the national reputation of both the faculty member and the Eller College. Such a record should provide evidence of scholarly activities (broadly defined), including but not limited to publishing articles in professional journals, trade journals, textbooks, technical reports, etc.; development and publication of case studies for teaching; participation in seminars on teaching methods; presentations in professional association meetings, teaching related and AACSB conferences, and at leading business schools; conducting research and analysis that relates to the strategy and administration of a college center or program or teaching/pedagogy.

In addition, the Professor of Practice is considered by the college to be a very distinguished title, and by definition is an uncommon and rare status. As such, awarding the Professor of Practice title is limited as follows: at the time of considering the promotion of a Senior Lecturer to Professor of Practice, the following college-wide ratio must be maintained: the total number of Professors of Practice in residence cannot exceed 10% of the total number of tenure-track faculty in residence at that time.

The process for promotion from Senior Lecturer to Professor of Practice is as follows:

1. After consultation with the relevant Department Head (the Department Head closest to the candidate’s scholarship), the candidate prepares a dossier documenting the criteria listed above (similar in form and process to a tenure track faculty promotion case, including external letters).

2. The relevant department Head reviews the dossier and makes a recommendation to the Dean regarding promotion to Professor of Practice.

3. An annual Professor of Practice promotion committee is formed by the Vice-Dean consisting of four voting tenured faculty members (from the College Faculty Status Committee) and two voting Professors of Practice (or non-voting Senior Lecturers if Professors of Practice are not available). The committee reviews the case and makes a recommendation to the Dean regarding promotion to Professor of Practice.

4. The Dean considers the dossier and recommendations and decides whether to award the title of Professor of Practice.
THE UNIVERSITY OF ARIZONA
ELLER COLLEGE OF MANAGEMENT

GUIDELINES FOR THE APPOINTMENT AND PROMOTION OF NON-TENURE TRACK FACULTY:

ADJUNCT LECTURER, LECTURER, SENIOR LECTURER,
AND PROFESSOR OF PRACTICE

1. TITLE DEFINITIONS

la. ADJUNCT LECTURER

The title Adjunct Lecturer is to be used with appointments of less than one year and/or appointment of less than two classes per semester. These appointments may be renewed indefinitely.

lb. LECTURER

The title Lecturer is to be used with appointments of one to three years (not to exceed three years) with teaching loads of two or more classes per semester. These appointments may be renewed indefinitely.

lc. SENIOR LECTURER

The title Senior Lecturer is to be used as a peer evaluated promotion from a Lecturer position (see Guidelines for Promotion, section 4 below). Individuals who have demonstrated excellence in teaching through significant teaching experience may be hired or appointed into a Senior Lecturer position. As with Lecturers, the title Senior Lecturer is to be used with appointments of one to three years (not to exceed three years) with teaching loads of two or more classes per semester. These appointments may be renewed indefinitely.

ld. PROFESSOR OF PRACTICE

The title Professor of Practice is to be used as a peer evaluated promotion from a Senior Lecturer position (see Guidelines for Promotion, section 5 below). Consistent with ABOR 6-201, a Professor of Practice is an individual who has established himself or herself by expertise, achievements and national reputation over a substantial period of time to be a distinguished professional in an area of practice or discipline. As with Lecturers and Senior Lecturers, the title Professor of Practice is to be used with appointments of one to three years (not to exceed three years) with teaching loads of two or more classes per semester. These appointments may be renewed indefinitely.
I.e. OTHER TITLES

It is expected that all departments in the Eller College of Management will use the above defined titles for all temporary and continuing assignments to teaching positions. However, nothing in this set of guidelines is meant to redefine or compromise the University of Arizona guidelines on "visiting" positions (e.g., Visiting Professorships). Additionally, the title "Instructor" may be used for individuals who have been hired into assistant professor tenure-track positions but have not completed Ph.D. requirements.

2. FACULTY STATUS

As indicated in the Bylaws of the Faculty (Article II), individuals holding non-tenure track appointments as Lecturers, Senior Lecturers, and Professors of Practice are University of Arizona voting members, but are non-voting members in the Eller College of Management. Such individuals may serve (as non-voting members) on the following standing committees in the college: the College Advisory Committee, the Undergraduate Studies Committee, and the Graduate and Professional Studies Committee. Given that Lecturers, Senior Lecturers, and Professors of Practice do not have research responsibilities, such individuals will not serve on the Research and Doctoral Studies Committee or the Faculty Status Committee (at college or department levels).

As indicated in the Bylaws of the Faculty (Article II), individuals holding appointments as adjunct lecturers may be designated by the faculty as Associate Members of the Faculty, but do not have college voting rights.

3. WORKLOAD AND EVALUATIONS

Lecturers, Senior Lecturers, and Professors of Practice will typically hold faculty appointments that include both teaching and service responsibilities. All such faculty, whether full-time or part time, will be expected to carry workload allocations of 80% teaching and 20% service.

Teaching and service responsibilities will be evaluated using the same criteria and standards as tenure-eligible and tenured faculty. Evaluations will be conducted on an annual basis as part of the regular faculty annual evaluations.

4. PROMOTION TO SENIOR LECTURER

Promotion from Lecturer to Senior Lecturer may occur after an individual has held the title of Lecturer (or a comparable title) for six or more years. Individuals who have held the title of Adjunct Lecturer or Adjunct Instructor in the Eller College of Management and who have performed duties comparable to those of a Lecturer, may apply this service toward their evaluation for promotion to Senior Lecturer. Additionally, individuals who have held a tenured/tenure-track professorship (of any rank) may apply this experience toward their evaluation for promotion or assignment to Senior Lecturer.

The Dean will make all promotion decisions to Senior Lecturer, which will be based in part on recommendations from a departmental evaluation (the Department Head) and an evaluation
from a college-level faculty committee. Promotion requires demonstration of excellent performance and the promise of continued excellence in teaching and service.

5. PROMOTION TO PROFESSOR OF PRACTICE

Promotion to Professor of Practice requires that the candidate:

a. Hold a Ph.D. or other appropriate terminal degree and has extensive teaching and practical experience in relevant areas; and

b. Has served as a non-tenure track faculty member for a total of at least ten years at the University of Arizona, and has shown distinction as a teacher during this period; and

c. Has served as a full-time Senior Lecturer at the University of Arizona for at least five years, and has carried, and continues to carry, an extensive teaching and service load; and

d. Has made, and continues to make, truly outstanding teaching and service contributions relevant to the department, college and university as a Senior Lecturer; and

e. Has a record of engagement in scholarship that enhances the faculty member's superlative accomplishments in teaching and service, and advances the national reputation of both the faculty member and the Eller College of Management. Such a record should provide evidence of scholarly activities (broadly defined), such as, but not limited to publishing articles in professional journals, trade journals, textbooks, technical reports, etc.; developing and publishing of case studies for teaching; participating in seminars on teaching methods; presenting at professional association meetings, teaching related and AACSB conferences, and at leading business schools; conducting research and analysis that relates to the strategy and administration of a college center or program or teaching/pedagogy.

In addition, the Professor of Practice title is considered by the college to be a very distinguished title, and by definition is awarded rarely. As such, awarding the Professor of Practice title is limited as follows. At the time of considering the promotion of a Senior Lecturer to Professor of Practice, the following college-wide ratio must be maintained: the total number of Professors of Practice in residence in the college may not exceed 10% of the total number of tenured and tenure-eligible faculty in residence at that time.

Process for Promotion from Senior Lecturer to Professor of Practice

i. After consultation with the relevant Department Head (the Department Head closest to the candidate's scholarship), the candidate prepares a dossier documenting the criteria listed above (similar in form and process to a tenure-track faculty promotion case, including external letters).

ii. The relevant Department Head reviews the dossier and makes a recommendation to the Dean regarding promotion to Professor of Practice.

iii. An annual Professor of Practice promotion committee is formed by the Vice-Dean consisting of four voting tenured faculty members (from the College Faculty Status Committee) and two voting Professors of Practice (or non-voting Senior Lecturers if Professors of Practice are not
available). The committee reviews the case and makes a recommendation to the Dean regarding promotion to Professor of Practice.

iv. The Dean considers the dossier and prior recommendations, and then provides a Dean’s recommendation on whether to award the title of Professor of Practice.

v. The full dossier of the candidate, as well as the recommendations of the Department Head, the college committee and the Dean, are forwarded to the Provost’s office for final review and decision on promotion to Professor of Practice.