



THE UNIVERSITY OF ARIZONA

Faculty Affairs

Annual Report Year in Review
2022-2023



Mission



Our mission in Faculty Affairs is to cultivate institutional structures for faculty advancement across the career lifespan. We take an ecosystem equity approach across all system levels that considers (1) recruitment (2) professional advancement, and (3) retention. Our work is grounded in an affirming, transparent, and inclusive approach to supporting faculty:

- Equity
- Recruitment
- Professional Advancement
- Retention

Vision



- To nurture a humanistic approach to faculty activity that fosters excellence, equity, and impact.
- We aspire to high levels of accountability, efficiency, and transparency.
- To promote understanding of the role and contributions of faculty
- To adhere to the fundamental values of our land grant institution and R1 status.

FACULTY SNAPSHOT

FISCAL YEAR 2023: JULY 1, 2022–JUNE 30, 2023



This report provides a screening of the year in review: 2022-2023. For multi-year data, please refer to the **2022 Faculty Retention Report**, or past **Faculty Affairs Annual Reports** on our Faculty Affairs **Reports and Data website**.

3,943 + 1,070

Active Faculty

Emeritus

5,013

Total Faculty

210

Continuing/
Continuing Eligible

1,501

Tenure/
Tenure Eligible

1,023

Career-Track

169

Multi-Year
Career-Track

1040

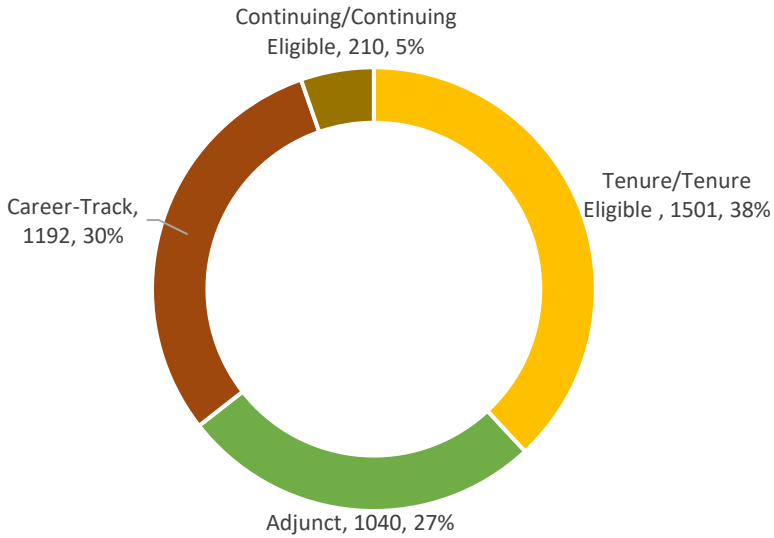
Adjunct

FACULTY SNAPSHOT

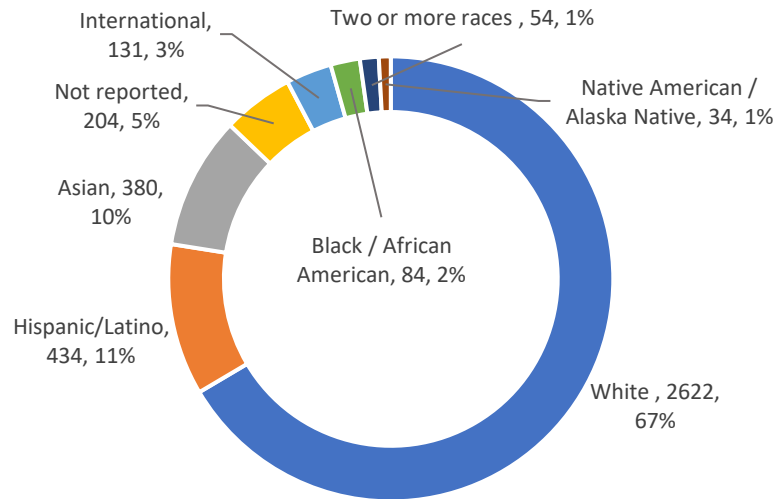
FISCAL YEAR 2023: JULY 1, 2022–JUNE 30, 2023



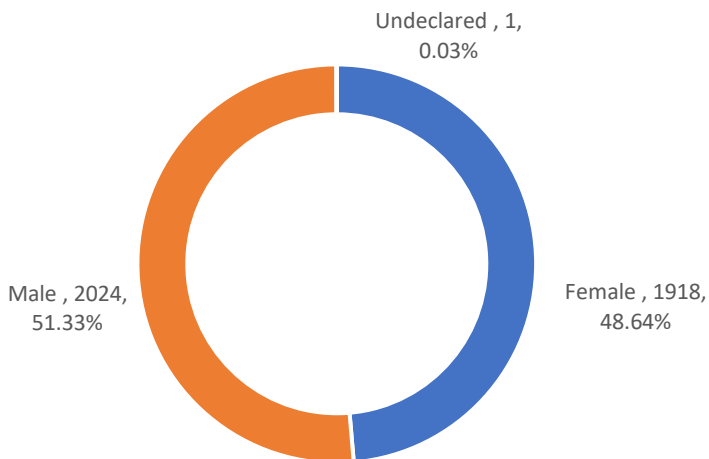
Faculty by Tracks



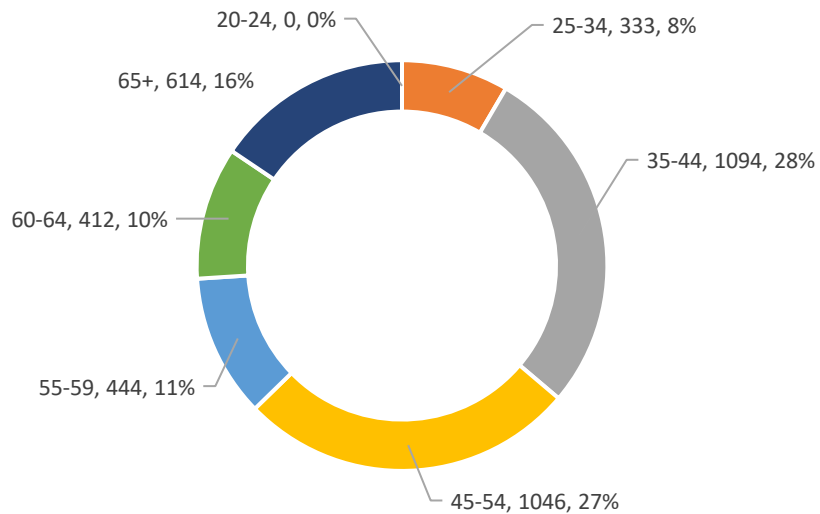
Race/Ethnicity (IPEDS)*



Gender



Age



*IPEDS categories present the count of faculty as defined by the Integrated Postsecondary Education Data System, which effectively pushes each individual into just one reporting category.

NEW FACULTY FISCAL YEAR 2023



586

New faculty hires* - Total

74

Tenured/
Tenure-eligible

6

Continuing/
Continuing-eligible

117

Career-Track

389

Adjunct

DEPARTURES FISCAL YEAR 2023



463

Total Departures

174

Voluntarily Departures

199

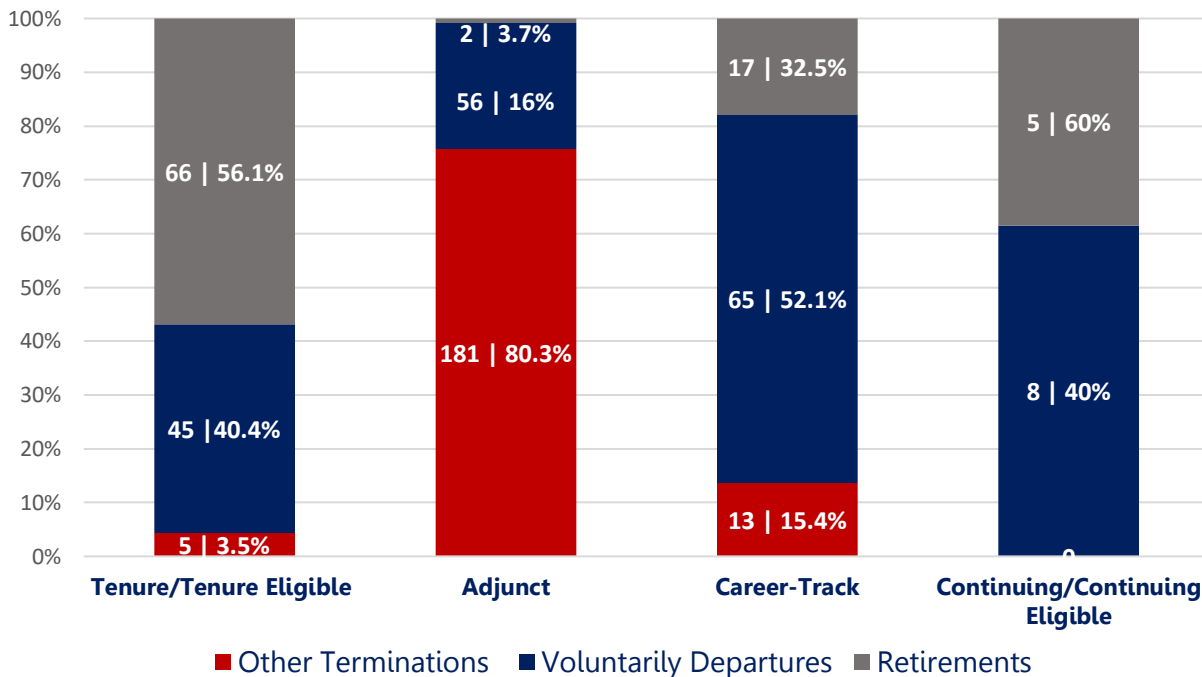
Other Terminations

[Includes non-renewals, involuntary terminations, and individuals terminated during the probation period]

90

Retirements

Departures by Track (FY 2023)



146

Sabbaticals

*Faculty are considered new hires if they have not been previously employed at the UArizona. If a faculty member has moved to another role within the UArizona, UAnalytics will not count them as a new hire.

SPFI | Strategic Priorities Faculty Initiative



Since fiscal year 2009, the Strategic Priorities Faculty Initiative (SPFI) has provided temporary University financial support to academic departments enabling them to hire additional full-time, tenure-track faculty, or continuing track academic professionals who enhance UArizona's distinctive strengths in advancing Inclusive Excellence via equal opportunity, diversity, and inclusion.

23 | **SPFI Applications**
FY 2023

7 | **New SPFI Hires who**
began in FY 2023



SPFI Mentoring pairs a new SPFI faculty member with a current SPFI faculty member. Over the course of the year, they meet for regular career development conversations, engage in SPFI community events, and participate in MENTOR Institute resources.

7 Hires | **7 Mentors**

NEW FACULTY ORIENTATION | Fall 2023



New Faculty Orientation is designed to provide new faculty at UArizona with an immersive and welcoming experience to expand their knowledge about key university features and resources to start their roles. In the fall of 2022, the New Faculty Orientation was hosted in person at BIO 5 Institute.

~152 | Attendees

92% | Satisfaction

VIRTUAL FACULTY RESOURCE FAIR | Fall 2023



The Faculty Resource Fair introduces the programs, University resources, and contacts who support new faculty in their research, teaching, outreach, and lives as members of the UArizona campus community.

~130 | Virtual Attendees

RESEARCH SUPPORT

Introduction to research resources from the office of Research Innovation and Impact (RII).

TEACHING & LEARNING

The University Center for Assessment, Teaching, and Technology (UCATT) facilitated a session to illustrate instructional tools, services, and resources to assist faculty with their teaching responsibilities.

BENEFITS, CAREER, HEALTH, AND WELLNESS

UArizona Human Resources and Life & Work Connections units offered a comprehensive series that touched on:

- Faculty Wellbeing
- Employee Benefits
- Compassion
- Advising Team Members
- Strengthening Resiliency

PROMOTION & TENURE 2021-2022 CYCLE



Dossiers Submitted | **186**

94.6% | Approval Rate Overall

110

Promotion & Tenure Dossiers Submitted

- 45** Promoted to Full
- 4** Promoted to Full with Tenure
- 5** Tenure Only
- 53** Promoted to Associate with Tenure
- 3 Denied

15

Continuing Status Dossiers Submitted

- 6** Promoted to Full
- 3** Continuing Status Only
- 5** Promoted to Associate with Continuing Status
- 1 Denied

18

Track Transfers

- 15** Approved
- 1 Resignation

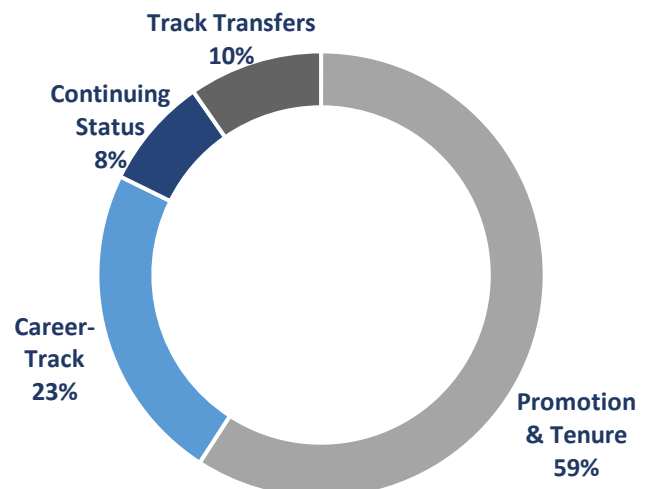
43

Career Track Promotions

- 7** Promoted to Full
- 34** Promoted to Associate
- 1 Resignation

68

New Emeritus Professors



PROMOTION WORKSHOPS



3 | In-person workshops
All tracks

10 | Virtual
Workshops

> 500 | Reached
Audience

Workshop TOPICS

All workshops integrate implicit bias and an inclusive approach according to our institutional values.

Virtual Content

- Preparing Your Packet for Promotion on the Tenure Track
- Preparing Your Packet for Promotion on the Continuing Track
- Preparing Your Packet for Promotion on the Career Track
- Crafting Your Candidate Statement for Promotion
- Putting Together the Teaching Portfolio and Resources
- Putting Together the Portfolio for Leadership, Extension, Service, or Innovation
- Promotion and Tenure Process Training for Administrators, Department Heads, and Directors
- Promotion and Tenure Reviewer Training for Peer Review Committees
- RPT Training for Department, Unit, or College Coordinators or Managers
- RPT Software Training for Reviewers

~482 | Views

In Person Workshops

- Candidate Statement
- Portfolio for Leadership, Extension, Service, or Innovation
- Going Up for Full



University Distinguished Faculty Awards

Outstanding faculty members were nominated and chosen by their peers because of their demonstrated excellence in teaching, mentoring, research/scholarship/creative activity, extension, outreach, and service.

University Distinguished Faculty Awards Review Committee Members: **Thank you** for your honorable service. Faculty Affairs expresses our gratitude and appreciation, and we consider your input invaluable in this process.

Regents Professors

- **Price Fishback**
Professor, Economics, Eller College of Management
- **Takeshi Inomata**
Professor, Anthropology, College of Social and Behavioral Sciences
- **Chris Segrin**
Professor, Communication, College of Social and Behavioral Sciences
- **Kathy Short**
Professor, Teaching, Learning and Sociocultural Studies, College of Education
- **Todd Vanderah**
Professor, Pharmacology, College of Medicine – Tucson

University Distinguished Professor Award

- **Meg Lota Brown**
Professor, Department of English, College of Social and Behavioral Science

University Distinguished Outreach Faculty Award

- **Kelly Simmons-Potter**
Professor, Electrical and Computer Engineering, College of Engineering
- **John Palumbo**
Research Scientist, Entomology, College of Agriculture and Life Sciences

Distinguished Scholar Award

- **David Baltrus**
Associate Professor, Plant Sciences, College of Agriculture and Life Sciences
- **Mónica Ramírez-Andreotta**
Associate Professor, Environmental Science, College of Agriculture and Life Sciences
- **Michael Marty**
Associate Professor, Chemistry & Biochemistry, College of Science



AWARDS



Early Career Scholar Award

- **Yuanyuan (Kay) He**
Assistant Professor, Fred Fox School of Music, College of Fine Arts
- **Anna Josephson**
Assistant Professor, Agricultural and Resource Economics, College of Agriculture and Life Sciences
- **Andrew Curley**
Assistant Professor, School of Geography, Development and Environment, College of Social and Behavioral Sciences
- **Andrew Paek**
Assistant Professor, Molecular & Cellular Biology, College of Science
- **Alex Craig**
Assistant Professor, Aerospace and Mechanical Engineering, College of Engineering
- **Jeehey Kim**
Assistant Professor, School of Art, College of Fine Arts

University Distinguished Innovation & Entrepreneurship Award

- **Joyce Schroeder**
Professor & Department Head, Molecular and Cellular Biology, College of Science

University Early Career Innovation & Entrepreneurship Award

- **Tsu-Te “Judy” Su**
Assistant Professor, Biomedical Engineering, College of Engineering

Distinguished Head/Director’s Award

- **Diane Austin**
Director, School of Anthropology, College of Social and Behavioral Sciences

Henry and Phyllis Koffler Prize Research / Scholarship

- **Henk Granzier**
Professor, Cellular and Molecular Medicine, College of Medicine

University Faculty Service Award

- **Wolfgang Fink**
Associate Professor, Electrical and Computer Engineering, Biomedical Engineering, and Inaugural Edward & Maria Keonjian Endowed Chair, College of Engineering
- **Paul Wagner**
Associate Professor of Practice, Cyber, Intelligence, and Information Operations, College of Applied Science & Technology



TEACHING AWARDS

Gerald J. Swanson Prize for Teaching Excellence

- **Amy Graham**
Associate Professor of Practice, Chemistry & Biochemistry, College of Science
- **Darin Knapp**
Associate Professor of Practice, Norton School of Human Ecology, College of Agriculture and Life Sciences
- **Patrick Baliani**
Professor of Practice, W.A. Franke Honors College
- **Maria Letizia Bellocchio**
Associate Professor of Practice, French and Italian, College of Humanities
- **Susan Holland**
Assistant Professor of Practice, Communication, College of Social and Behavioral Sciences

University of Arizona Foundation Leicester and Kathryn Sherrill Creative Teaching Award

- **Jennifer Wolfe**
Assistant Professor, Russian and Slavic Studies, College of Humanities

Provost Award for Innovations in Teaching

- **Susan Holland**
Associate Professor of Practice, Communication, College of Social and Behavioral Sciences
- **Aileen Wong**
Associate Clinical Professor, Speech Language and Hearing Sciences, College of Science
- **Lani "Tori" Hidalgo**
Associate Professor of Practice, Chemistry and Biochemistry, College of Science
- **Kristy Slominski**
Associate Professor, Religious Studies and Classics, College of Humanities
- **Jennifer Carlson**
Associate Professor, Sociology, College of Social and Behavioral Sciences

41

Awards Given

11

**Awardees
Increase**

70

Nominations

Provost's Author Support Fund

5

Awardees

Funds were allocated to all 5 applications to facilitate and further the publication of outstanding scholarly book-length manuscripts or other creative work by helping the authors through the allocation of funds for subvention required by the publisher, or special production charges associated with permissions, figures and photographs, indexing, etc.

FACULTY REPORTS, DATA & TRANSPARENCY

The Faculty Affairs team has developed unprecedented reports over the last two years that further data transparency, inform leadership, and include best practices recommendations for stakeholders involved in faculty advancement throughout their career lifespan.



Culturally Responsive Curriculum Development Institute Report (CRCDI)

Since the pilot program in June 2021, 84 faculty members from multiple colleges and disciplines have participated in the CRCDI. In total, 88 courses have been redesigned to integrate culturally responsive course design, content, methods, assignments, and assessment. **Enrollment in these 88 courses reaches over 30,000 students.** When considering that most of these courses will be taught multiple times, the number of students reached by the redesigned courses grows exponentially.

Early Career Faculty Support

The University of Arizona offers an extensive array of resources to support early career faculty members in their professional development and success. The support for early career faculty report provides a **comprehensive overview of resources**, which include campus wide resources, professional advancement, promotion and tenure report, mentoring programs, workshops, and seminars on teaching and research strategies. Additionally, there are opportunities for networking and collaboration with experienced faculty and experts across disciplines. The university prioritizes work-life balance and provides support for childcare and family needs. This robust support system aims to empower early career faculty to thrive in their roles, fostering a vibrant academic community that values growth and innovation.

Black Faculty Speaker Series Report

This report highlights the impactful Black Faculty Speakers Series, aimed at promoting systemic change and greater inclusion of BIPOC individuals. The 2022-2023 series theme was Afrofuturism, showcasing scholars who emphasized the talent and success of the Black community and positioned Black individuals as protagonists. The events featured renowned speakers like Silas Munro, Dr. Ruha Benjamin, and Ibrahim Thiaw, drawing hundreds of attendees and fostering interdisciplinary collaboration. The series also facilitated mentoring opportunities for students with esteemed scholars. Supported by a dedicated planning committee and Faculty Affairs team, the program successfully achieved its goal of promoting diversity, engagement, and equity across campus.

INCLUSIVITY



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1 Recruitment Stage

Creating updated recruitment efforts

- Faculty Search Committee Guidelines on EDGE
- Required training for all search committee members
- Faculty Affairs consultation with deans, department heads, and search chairs
- Strategic Priorities Faculty Initiative for hiring & recruitment
- Transparent faculty data and reports on representation, equity, hiring, departures, and exit survey findings to raise awareness
- Steps in the Scholar Journey Program | postdoctoral recruitment / pipeline strategy

2 Professional Advancement Stage

Ensuring a culture to enable a high-performing academic enterprise

- Promotion opportunities for all faculty tracks
- Equity based changes to promotion dossier templates
- Promotion workshops for all candidates, department heads, and administrators with an inclusive focus
- Leadership Programs (Academic Leadership Institute, Hispanic Serving Institution Fellows)
- National Center for Faculty Development and Diversity membership and resources
- Faculty Development Promotion Communities Mentoring Program for all faculty ranks
- HSI Servingness Series
- Culturally Responsive Curriculum Development Institute
- HSI Seed Grants

3 Retention Stage

Building affirming environments and anti-oppressive structures for faculty advancement

- Multi-year contracts for career-track faculty raised from 15% to 35%
- Salary equity review for career-track faculty
- University Faculty Awards Expansion
- Bias Education & Support Team
- Integration of implicit bias, equity and inclusivity in all Faculty Affairs workshops
- Campus wide mentoring training and other Mentoring Institute initiatives for inclusive mentoring of faculty and graduate students
- Growth of Faculty Affinity Groups and regular meetings with Faculty Affairs

INCLUSIVITY



Updated Recruitment and Hiring Training

Guidelines are informed by standard HR processes and policies and include equity-minded strategies and resources to reduce implicit bias, generate a diverse candidate pool, align with UArizona's Hispanic Serving Institution (HSI) designation and inclusivity goals, and develop welcoming interviews and on-campus visits.

Promotion and Tenure Workshops

Informed by research and best practices that center equity-mindedness, all workshops integrate implicit bias, equity and inclusivity.



Individualized Meetings with Deans, Search Committee Chairs, and Search Committees



Meetings are scheduled as requested and include integrating equity-minded strategies at specific points during searches, sharing college level faculty data, crafting job descriptions that highlight commitment to diversity and inclusion, generating plans for recruiting diverse candidate pools, and exploring SPFI opportunities.

Faculty Affinity Groups

The Faculty Affairs team holds monthly meetings with all current faculty affinity groups:

- UA Native Faculty
- **Women of Color in Academia | NEW**
- University of Arizona Faculty of Chinese Heritage Association (UAFCHA)
- Sankofa Black Faculty & Staff Affinity Group
- Black Faculty Group
- Latinx Faculty and Staff Affinity Group
- LGBTQ+ Faculty and Staff Affinity Group



Action Collaborative Partner Network for Prevention of Sexual Harassment & National Academies Action Collaborative on Transforming Trajectories for Women of Color in Tech

[The Sexual Harassment Collaborative Repository](#) contains descriptions of the most significant, innovative actions that participating organizations in the Action Collaborative on Preventing Sexual Harassment in Higher Education have taken. This self-reported information is shared to help higher education organizations develop, adapt, and implement efforts that move beyond basic legal compliance and toward evidence-based policies and practices for addressing and preventing all forms of sexual harassment and promoting a campus climate of civility and respect.



NATIVE AMERICAN INITIATIVES



Collaborations



Collaborated with several departments across campus and local community to support cultural awareness activities:

- **Arizona Arts Live Indigenous Story Exchange;** cultural showcases for the College of Education and Association of Academic Programs in Latin America & the Caribbean (AAPLAC) International Conference
- **Partnership with Arizona's Science, Engineering, and Math Scholars (ASEMS).** Sarah EchoHawk, Executive Director of the American Indian Science & Engineering Society (AISES) as a virtual speaker on "Supporting Native American students in STEAM"
- Collaboration with **Tucson Lifestyle magazine** to feature Native American alumni.

Strategic Plan

With funding from the Agnese Nelms Haury Program in Environment and Social Justice, Native American Initiatives has completed a comprehensive strategic plan that will be launched in August 2022. The plan focuses on four strategic priorities:

1. Native Student Pathways
2. Campus Climate
3. Native Faculty Advancement
4. Native Nation Partnerships.

The plan provides goals, objectives, metrics, and a timeline for each of the priority areas.

STEPS IN THE SCHOLAR JOURNEY PROFESSIONAL DEVELOPMENT PROGRAM FOR BEGINNING A FACULTY CAREER



The Steps in the Scholar Journey Program aims to nurture the pathway to the professorate in culturally meaningful and responsive ways. Sponsored by Faculty Affairs, Native American Advancement & Tribal Engagement, Native American Initiatives, and Hispanic Serving Institution (HSI) Initiatives in partnership with Postdoctoral Affairs and academic departments across campus, this program is aimed at providing professional development for post-doctoral scholars to aid them in next steps into the professorate. Each scholar in this program connects with an Elder Scholar who is farther along in the academic journey and who will serve to guide and support them in a mentorship role through this program. The program is a four-day experience for current post-doctoral fellows of all disciplinary backgrounds.

10

Elder mentors from
UArizona from across
disciplines

18

Postdoctoral
scholars from
across the U.S.

9

Presenters from UArizona
representing faculty, staff,
and leaders



In-person activities with workshops, presentations, mentoring, meals, and a visit to UArizona campus

HISPANIC SERVING INSTITUTION INITIATIVES



Faculty Affairs partners with Hispanic Serving Institution Initiatives (HSI). The University of Arizona is the first four-year public university in the state of Arizona to be federally recognized as a Hispanic Serving Institution. As a research intensive land-grant HSI, the University of Arizona is committed to responsively meeting the educational needs of our vibrant and increasingly diverse communities of Arizona.

HSI | **Centering Servingness Webinar Series**

Sponsored by Faculty Affairs and HSI Initiatives, this year-long webinar series features the scholarship of UArizona faculty and staff, who engage in servingness efforts that honors cultures and lived experiences of Latina/o/x, Black, Indigenous, and underrepresented students and communities. This is the second time this series is offered at a national level.

7

Part series

21

Faculty and staff featured.

>900

Registrants

HSI Seed Grant Program

\$111,249

Funded by Research Innovation & Impact and HSI HEERF

7

Projects Funded

This fund established in Spring 2021 to support scholarly research and creative work among early career faculty which enriches the UArizona's designation as an HSI and advances scholarship that directly impacts Latina/o/x, Black, Indigenous, and People of Color students and communities.

HISPANIC SERVING INSTITUTION INITIATIVES



3rd Year Culturally Responsive Curriculum Development Institute (CRCDI)

The CRCDI is a week-long, summer immersion focused on training faculty and instructors towards implementation of culturally responsive practices and pedagogy into existing courses of all modalities. The Institute brings together faculty and instructors from across the University to thoughtfully redesign an existing course through workshops, discussions, and pedagogical practice. Redesigned courses account for multiple learning environments and teaching modalities including online, in-person, and Hy-Flex. Redesigned courses are informed by frameworks that guide practice at Hispanic Serving Institutions.

> 23,500

Student Enrollment in Redesigned Courses

48

Faculty
Participated

48

Courses
Redesigned

10

Colleges

The CRCDI is partially supported through UArizona's Project CREAR. Project CREAR is 94.1% funded through the U.S. Department of Education Hispanic Serving Institutions STEM and Articulation Program, Title III, Part F, for the amount of \$4,989,496.00 across a five-year award period and 5.9% funded through the University of Arizona for the amount of \$313,302 across a five-year period.

The Culturally Responsive Curriculum Development Institute Funded by Higher Education Emergency Relief Fund (HSI CARES Act Funds)



Dr. Judy Marquez



Dr. Marla Franco

We're immensely grateful for all the contributions that Dr. Judy Marquez Kiyama and Dr. Marla Franco made during their time with Faculty Affairs. Best wishes to all of you in your next endeavors; we are excited for your next steps.

MENTOR Institute

Mentorship through Effective Networks, Transformational Opportunities, and Research

The vision of the MENTOR Institute is to create a sustainable research institute that offers inclusive and evidence-based resources and training on mentoring for faculty and students. The MENTOR Institute currently sponsors 4 initiatives:

- 1. Mentoring awards**
- 2. Faculty Development for Communities of Promotion (FDCP) program**
- 3. University-wide mentoring training for faculty, post-doctoral fellows, and graduate students**
- 4. MENTOR Institute Seed Grants.**

MENTOR Institute Training

Integrating current best practices from local experts as well as nationally recognized organizations, the training is currently comprised of two levels.

Level 1: MENTOR Institute Online Training is completely asynchronous and can be found in EDGE Learning. It is comprised of 7 modules that provide the philosophy and purpose of mentoring at the University of Arizona, the top 10 tips of mentoring partnerships, and how to successfully progress through the 4 stages of a mentoring partnership or community.

Level 2: MENTOR Institute Synchronous Training applies several concepts from the Level 1 Training. With a choice of meeting in-person or on Zoom, participants are given the opportunity to form their mentoring philosophy, share their academic story, and practice positive communication.

218

118

9

MENTOR Institute



FDCP | Faculty Development Communities for Promotion

Faculty Affairs offers the Faculty Development Communities for Promotion (FDCP) Mentoring Program. The objective of this program is to prioritize guiding values of excellence, honesty, trustworthiness, and compassion to help faculty discuss and navigate their professional development while on the pathway to promotion/tenure.

The goal of this program is to create small faculty groups and link them with one faculty mentor who has participated on promotion review committees. These communities help early career faculty explore their individual objectives, hopes, and aspirations as well as to reflect on their common challenges, concerns and solutions about promotion and tenure.

This program is available for incoming and junior tenure-track, career-track, and continuing faculty at the University of Arizona.

17

Communities

88

Faculty mentees

Professional Development for FDCPs

3

Offerings in
Spring 2022

MENTOR Institute



Mentor Institute Website

This new site includes our equity statement, groups campus wide targeted equity resources for faculty, and hosts faculty affairs signature efforts and initiatives that affirm our commitment to equity & inclusion.

New Mentoring Awards Launched 2022

Mentoring Future Scholars Award

Recognizes faculty mentors who are extraordinary in their mentoring of graduate students to become future scholars.

Faculty Peer Mentor Award

The Faculty Peer Mentor Award recognizes outstanding faculty who mentor faculty peers through promotion.

Graduate Student Peer Mentors Award

The Graduate Student Peer Mentors Award recognizes outstanding graduate students who provide peer mentoring to other graduate students to help them persist towards their degree, progress in their program or engage in scholarly activities, and achieve success within their program.

Distinguished Mentor Award

The Distinguished Mentor Award recognizes outstanding tenured or continuing status faculty at the full professor rank who have mentored early career faculty and made highly valued contributions to the mentoring of graduate students.

MENTOR Institute Seed Grants 2022

These seed grants are intended to stimulate the development of pilot projects that focus on developing research that will lead to evidence-based, inclusive, innovative, mentoring strategies. Pilot projects that have the potential to contribute to novel research approaches or to new funding opportunities are encouraged.

3



MENTOR Institute Awardees



Distinguished Mentor Award

Judith Gordon

Professor, Associate Dean of Research, College of Nursing

Graduate Student Peer Mentor Award

Romy Cerón Canché

PhD Candidate, Spanish and Portuguese, College of Humanities

Faculty Peer Mentor Award

Jeannette Hoit

Professor, Speech, Language, and Hearing Sciences, College of Science

Mentoring Future Scholars Award

Kevin Gosner

Associate Professor, History, College of Social and Behavioral Sciences

Lillian Gorman

Assistant Professor, Spanish Sociolinguistics, College of Humanities

MENTOR Institute Seed Grant Awardees



Brandy A. B. Perkl

Associate Professor of Practice

Organizational Leadership & Psychology, College of Applied Science & Technology

Angelina Anani

Associate Professor

Mining and Geological Engineering, College of Engineering

Ashlee Linares-Gaffer

Associate Professor of Practice

Nutritional Sciences & Wellness, College of Agriculture & Life Sciences

HEADSnetwork



The Heads Engaged in Advancing Departmental Strategies Network (HEADSnetwork) consists of multiple programs in support of UArizona department heads, school chairs, and unit directors. The HEADSnetwork steering committee meets monthly.

HeadsUP



HeadsUP is an advocacy, communications, & networking program to make department heads aware of University issues that may impact them or on which they should have impact. It represents heads to senior leadership and to other units in the University.

5 | Workshops

56 | Average attendees
per workshop

~280 | Total
Attendees

TOPICS

Fall Forum: Serving Diversity (w/ General Education, Staffing)

Safety & Security

Annual Reviews

Spring Forum: Activity Informed Budgeting (AIB; w/ survey)

Faculty Recruitment & Retention

Piloted Friday Breakfast Circles: Connect Diverse Heads to Campus Leaders

Kevin Bonine, Executive Director 2021-2023

Carl Liaupsin 2023-

NewHEADS



NewHEADS is a networking and educational program to prepare and support new department heads during their first year of service.

33 | New Heads

52% | New Heads Participation

7 | Workshops

TOPICS

- Fall NewHEADS Forum (09/28)
- Rebuilding Community (10/19)
- The Rules (11/09)
- Assessment (01/18)
- Analytics (02/15)
- Lonely at the Top (03/15)
- Wellbeing (04/19)

Crucial Conversations

Targeted training for heads, chairs, and directors to facilitate greater communication and more effective leadership. Facilitated by members of HEADSnetwork Steering Committee.

7 | Sessions

78 | Trained

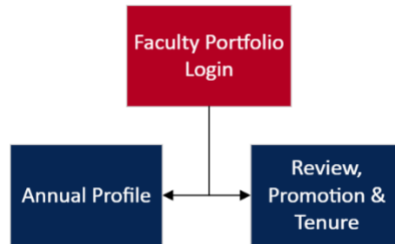
The purpose of HeadsUP/Network is to

- Share wisdom, experience, and ideas with the aim to solve problems
- Strengthen leadership
- Provide a vital voice to the administration
- Promote effective communication
- Build a sense of community

Faculty PORTFOLIO



Faculty Portfolio (formerly known as "UA Vitae") is the combination of two platforms: **Annual Profile** and **Review, Promotion and Tenure (RPT)**.



The **Annual Profile** platform offers a convenient place for faculty to document their achievements in research, teaching, leadership, service, and outreach. Annual Profile is meant to reduce the amount of time and effort faculty spend each year reporting on their accomplishments and increase the accuracy and consistency of their data. Annual Profile is in use across campus as the university's official system for annual review. From within Annual Profile, faculty can curate and maintain their public facing information which includes biographies, interests, degrees, work experience, and scholarly contributions.

5,542

Evaluations Completed

8,272

Active accounts

- Faculty
- Designated Campus Colleagues (DCC's)
- Teaching Assistants
- Administrators (Department Heads/Directors, Deans)

18,348

Scholarly Works / Publications Registered

137,000

UA Profile Views

\$ 316,157,671

Active Grant Proposal Dollars

The **Review, Promotion & Tenure (RPT)** platform is the secure, user-friendly, convenient system used to conduct the review, promotion, and tenure or continuing status evaluations at UArizona. RPT provides faculty candidates under review a simple way to curate their dossiers and tell their story, while helping faculty affairs support staff across campus ensure the proper workflow and access for each case. Additionally, RPT allows internal and external reviewers to access the appropriate case materials and provide their assessment and recommendation.

UArizona **Faculty Affairs Annual Report**

Year in Review 2022-2023



The Faculty Affairs Annual Report Year in Review 2022-2023 was led by Dr. Andrea Romero, Vice Provost for Faculty Affairs. Dr. Adrián Arroyo Pérez, Associate Director for Faculty Programs led the writing of this report, with support from the Faculty Affairs team.

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