

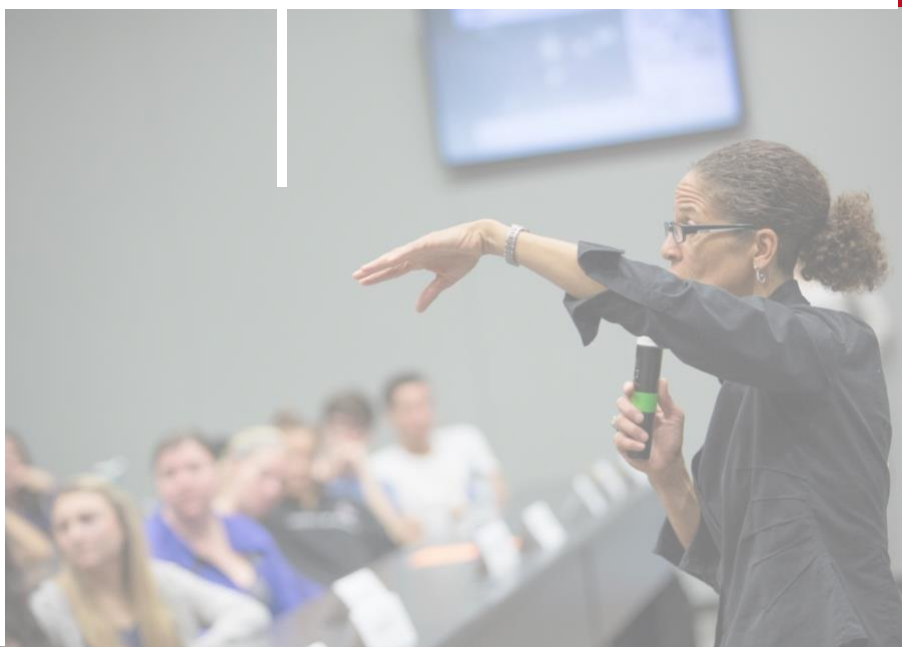


THE UNIVERSITY  
OF ARIZONA



## FACULTY AFFAIRS ANNUAL REPORT

2023-2024





## Mission

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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.

## Vision

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- 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

## 2023–2024

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This report provides an overview of the year in review: 2023-2024. 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](#).

↑ Green arrows indicate an increase over the previous year (2022-2023).

↓ Red arrows indicate a decrease over the previous year (2022-2023).

5,212↑

**Total Faculty**

4,083↑

**Active Faculty**

1,129↑

**Emeritus**

## FACULTY BY TRACKS

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215↑

**Continuing/  
Continuing Eligible**

1,548↑

**Tenure/  
Tenure Eligible**

1042↑

**Adjunct**

1,086↑

**Career-Track**

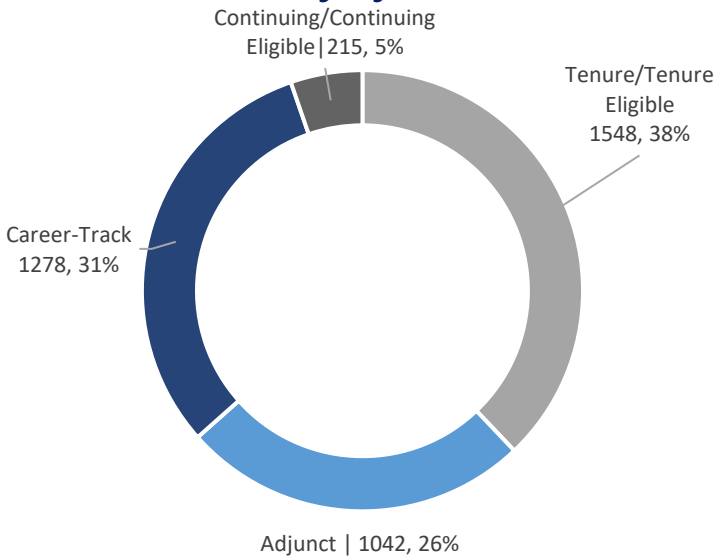
192↑

**Multi-Year  
Career-Track**

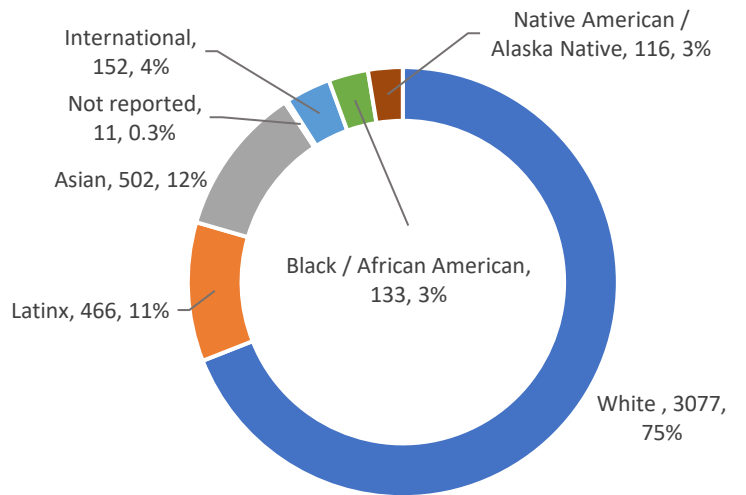
# FACULTY SNAPSHOT

## 2023-2024

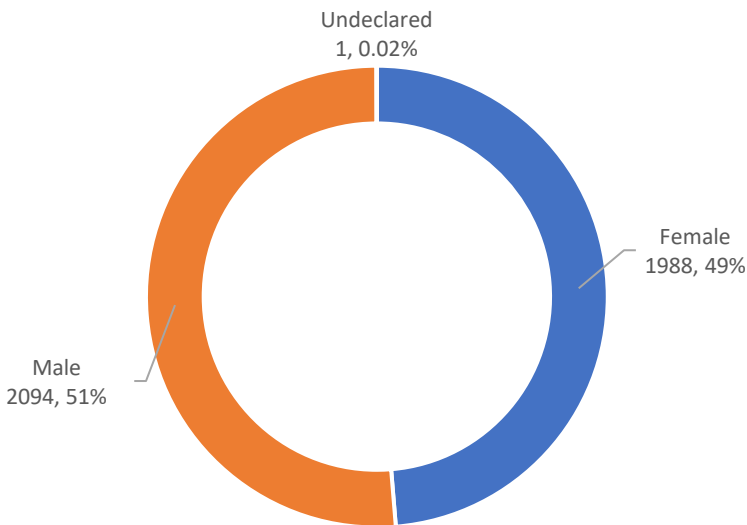
### Faculty by Tracks



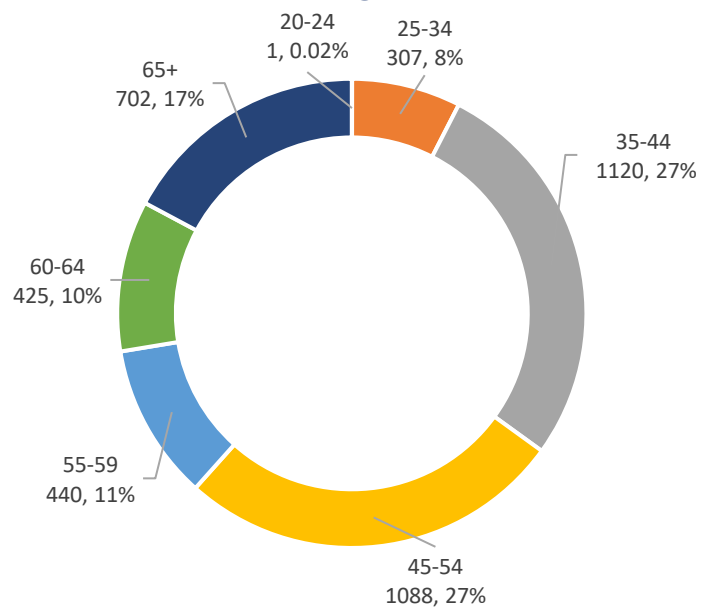
### Race/Ethnicity (Inclusive data)\*



### Gender (IPEDS)\*\*



### Age



\*[Inclusive data](#) allows individuals to select multiple race or ethnic categories. Consequently, when the data is aggregated, the total percentage may exceed 100%, as individuals can be represented in more than one category.

\*\*Gender data was only available through [IPEDS categories](#), which categorize faculty counts as defined by the Integrated Postsecondary Education Data System. This system effectively limits each individual to a single reporting category.

# NEW FACULTY

467 ↓

New faculty hires\* - Total

85 ↑

Tenured/  
Tenure-eligible

16 ↑

Continuing/  
Continuing-eligible

78 ↓

Career-Track

288 ↓

Adjunct

# DEPARTURES

↑ Green arrows indicate an increase over the previous year (2022-2023).

↓ Red arrows indicate a decrease over the previous year (2022-2023).

546 ↑

Total Departures

192 ↑

Voluntarily Departures

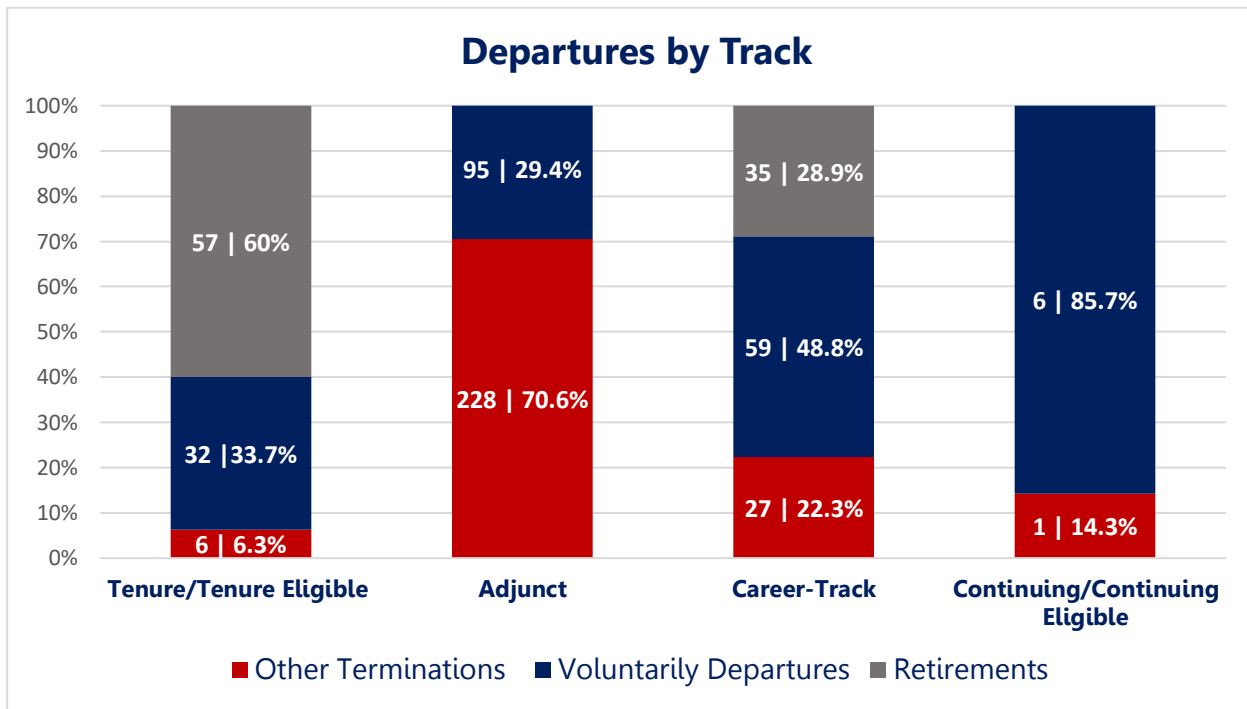
262 ↑

Other Terminations

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

92 ↑

Retirements



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

The Strategic Priority Faculty Initiative (SPFI) is a program that offers temporary financial support to academic departments, enabling them to hire additional full-time, tenure-track faculty or continuing-track academic professionals. These hires are intended to enhance U of A's Purpose, Mission, and Values. The initiative provides funding for faculty who were not recruited through a traditional search with designated funding. In the fall of 2023, there were seven submissions for the SPFI program. However, no new hiring approvals were granted due to the [University financial action plan](#).

## New SPFI faculty who began their roles in 2023-2024

**THE UNIVERSITY OF ARIZONA**

# MEET THE NEW FACULTY

## STRATEGIC PRIORITIES FACULTY INITIATIVES (SPFI)

 <p><b>Joonkil Ahn</b> Assistant Professor Educational Leadership and Policy College of Education</p>	 <p><b>Soumaya Belmecheri</b> Associate Professor Laboratory of Tree-Ring Research College of Science</p>	 <p><b>Cherie L. De Vore</b> Assistant Professor Chemical and Environmental Engineering College of Engineering</p>	 <p><b>Hannah Kim</b> Assistant Professor Philosophy College of Social and Behavioral Sciences</p>
 <p><b>Adriana Maldonado</b> Assistant Professor Health Promotion Sciences Mel and Enid Zuckerman College of Public Health</p>	 <p><b>M'Balia Thomas</b> Associate Professor English Applied Linguistics College of Social and Behavioral Sciences</p>	 <p><b>Natasha Tigreros</b> Associate Professor Entomology College of Agriculture, Life &amp; Environmental Sciences</p>	 <p><b>Kimberly Wood</b> Associate Professor Hydrology &amp; Atmospheric Sciences College of Science</p>

**Faculty Affairs**

**FOR MORE INFORMATION VISIT:**  
[HTTPS://FACULTYAFFAIRS.ARIZONA.EDU/STRATEGIC-PRIORITIES-FACULTY-INITIATIVE-SPFI](https://facultyaffairs.arizona.edu/strategic-priorities-faculty-initiative-spfi)

A special reception was held in the fall of 2023 to warmly welcome eight faculty members who were hired in 2022-2023 and started their role in 2023-2024.

# COMPREHENSIVE FACULTY ONBOARDING 2023-2024

Faculty Affairs has developed a comprehensive faculty onboarding experience designed to provide faculty with an immersive and meaningful experience. These activities aim to enhance their understanding of key university features and resources, ensuring a smooth transition into their new roles and fostering long-term retention within the institution from day one.

## U of A New Faculty Quick Guide

A concise resource providing essential information and key contacts to help new faculty navigate the University of Arizona before they join the campus community.

## New Faculty Orientation

Provides meaningful content, crucial contacts and resources in a welcoming, thoughtful, humanizing in-person experience.

## Virtual Faculty Resource Fair

Introduces programs, resources, and contacts who comprehensively support new faculty in their teaching and research with a student success and faculty development focus.

## Annual Review Breakfast with Department Heads

A collaborative meeting that offers department heads and faculty an opportunity to build community and demystify the annual review process over a shared breakfast.

## New Faculty Orientation | Fall 2023

The New Faculty Orientation provides two full days of engaging and meaningful content for incoming faculty members. On the first day, participants are welcomed in person by university leadership and key university partners. We present two sets of enriching content:

- **Demystifying Promotion & Tenure**
- **University of Arizona's Job Benefits**
- **The Importance of Mentoring**
- **Student Success**
- **Campus Safety**
- **University's Land-Grant Mission**

25 95% ~270

Speakers Satisfaction Attendees

## Thank you to our co-sponsors



# VIRTUAL FACULTY RESOURCE FAIR

## Fall 2023

In partnership with the University Center for Assessment, Teaching and Technology and Research, Innovation and Impact, Faculty Affairs offers the Faculty Resource Fair which introduces the programs, University resources, and contacts who support new faculty in their research, teaching, outreach, and lives as members of the U of A campus community.

19

Speakers

95%

Satisfaction

~110

Attendees

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### University Center for Assessment, Teaching & Technology & Faculty Affairs

#### Teaching & Learning at the U of A

**U of A Learning-management system:** An essential platform for faculty to manage course content, engage with students, and track academic progress.

**Library and Bookstores' roles in supporting all students:** Key services that provide academic resources, materials, and support to enhance student success across the university.

**Supporting ALL Students panel:** Inclusive strategies for faculty to effectively support the needs of all students.

**Keeping Your Own Tank Full:** A session emphasizing the importance of self-care and building connections with colleagues to maintain well-being and professional fulfillment.

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### Research, Innovation & Impact and Faculty Affairs

#### Research & Creative Activity at the U of A

Research, Innovation and Impact provides robust support for faculty engaged in research and creative activities which fosters innovation, collaboration, and scholarly excellence. With dedicated resources, funding opportunities, and award platforms, the U of A empowers faculty to advance knowledge, push creative boundaries, and contribute to the global academic community.

This support is integral to driving impactful research that addresses pressing societal challenges and enhances the university's standing as a leading research institution.

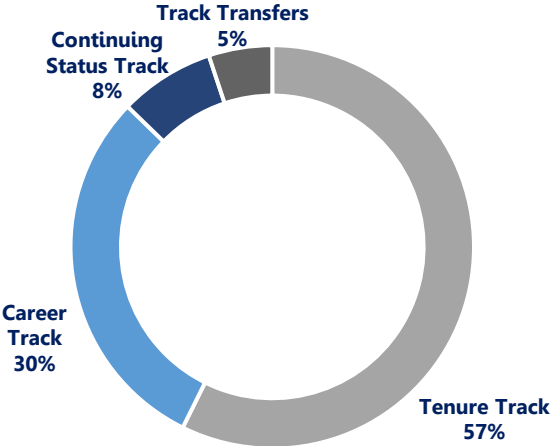


# PROMOTION & TENURE 2023-2024 CYCLE

Percentage of Dossiers Reviewed

Dossiers Submitted | **157**

**91.2 %** | Approval Rate Overall



**90**

**Tenure Track  
Dossiers Submitted**

- 49** Promoted to Associate with Tenure
- 31** Promoted to Full
- 3** Tenure Only
- 7** Denied

**12**

**Continuing Status Track  
Dossiers Submitted**

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

**47**

**Career Track  
Dossiers Submitted**

- 30** Promoted to Associate
- 12** Promoted to Full
- 4** Denied

**8**

**Track Transfers**

- 8** Approved

**146**

**Sabbaticals**

**59**

**New Emeritus Professors**

# PROMOTION WORKSHOPS

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10 | Virtual Workshops



All Workshop Videos Available



All Workshop Materials Available

## TOPICS

	Total Views
<b>FOR CANDIDATES</b>	
1. Preparing Your Packet for Promotion on the Tenure Track-----	222
2. Preparing Your Packet for Promotion on the Continuing Track -----	98
3. Preparing Your Packet for Promotion on the Career Track-----	164
4. Crafting Your Candidate Statement for Promotion-----	301
5. Putting Together the Teaching Portfolio and Resources (Section 6)-----	121
6. Putting Together the Portfolio for Leadership, Extension, Service, or Innovation (Section 7) -----	63
<b>FOR DEPARTMENT HEADS / DIRECTORS / COMMITTEE MEMBERS</b>	
7. Department Heads and Directors Promotion Training-----	138
8. Promotion Peer Review Committee Training-----	211
9. RPT System Training for Associate Deans, Department Heads and Peer Reviewers-----	41
<b>FOR STAFF</b>	
10. Training for use of Dossier Management Checklist for Department Coordinators and Faculty Affairs Leads-----	245

# FACULTY PROMOTION RECOGNITION EVENT

## A Celebration for Promoted U of A Faculty

We know many years of work go into faculty promotion which the Faculty Affairs team would like to acknowledge. Faculty members who received promotion decisions in April 2023 had the opportunity to commemorate their achievement at this social event by selecting a book to which a personalized bookplate will be attached in the University Library's catalog, honoring their journey.

39

Attendees

43

Books Acquired



University Libraries



Key partners: We extend our gratitude to the University of Arizona Libraries for their generous sponsorship. They support this event by acquiring the books that have played a crucial role in supporting faculty pathways for promotion and career advancement.

We also extend our gratitude to the Jim Click Hall of Champions for providing the space to host the Faculty Promotion Recognition event.



## UNIVERSITY OF ARIZONA DISTINGUISHED FACULTY AWARDS

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Outstanding faculty members were nominated and selected by peer review committees 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.**

Awards submission deadline for the 2024-2025 cycle is December 9<sup>th</sup>, 2024, at 5 p.m. Awardees listed in this report from the 2023-2024 cycle will be awarded during the Outstanding Faculty Awards Ceremony on October 2024.

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9

University  
Distinguished Award  
Committees

23

Committee Members  
of U of A  
Distinguished Faculty

27

Awardees

74

Reviewed  
Nominations





## **Distinguished Awards | 2023-2024 Cycle**

### **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**

**Robert Fleischman**

Professor, Civil and Architectural Engineering and Mechanics, College of Engineering

### **University Distinguished Outreach Faculty Award**

**Marcela Vásquez-León**

Director, Latin American Studies, Professor, School of Anthropology, College of Social and Behavioral Sciences

### **Distinguished Head/Director's Award**

**Buell Jannuzi**

Head and Professor, Department of Astronomy and Director, Steward Observatory, College of Science

**Chris Castro**

Professor and Interim Head, Hydrology and Atmospheric Sciences, College of Science

### **University Distinguished Innovation & Entrepreneurship Award**

**Joseph Valacich**

Professor and Muzzy Endowed Chair, Management Information Systems, Eller College of Management

### **University Faculty Service Award**

**Laura Hollengreen**

Associate Professor and Associate Dean, Academic Affairs, School of Architecture, College of Architecture, Planning and Landscape Architecture

**Leila Hudson**

Associate Professor, School of Middle Eastern and North African Studies, College of Social and Behavioral Sciences

### **Henry and Phyllis Koffler Prize | Category: Teaching**

**Lisa Elfring**

Specialist, Biology Education, Molecular and Cellular Biology & Vice Provost for Assessment, Teaching and Technology, University Center for Assessment, Teaching, and Technology



## Midcareer and Early Career Distinguished Faculty Awards

### Distinguished Scholar Award

**Elise Gornish**

Associate Specialist, Restoration Ecology, School of Natural Resources and the Environment, College of Agriculture, Life and Environmental Sciences

### Early Career Scholar Award

**Harris Kornstein**

Assistant Professor, Public & Applied Humanities, College of Humanities

**Michelle Berry**

Assistant Professor, History, College of Social and Behavioral Sciences

## Teaching Awards

### Gerald J. Swanson Prize for Teaching Excellence

**Afrooz Jalilzadeh**

Assistant Professor, Systems and Industrial Engineering, College of Engineering

**Carrie Langley**

Assistant Professor of Practice, Sociology, Social & Behavioral Sciences

**Teresa Rosano**

Assistant Professor of Practice, School of Architecture, College of Architecture, Planning & Landscape Architecture

**Hal Tharp**

Associate Professor, Electrical and Computer Engineering, College of Engineering

### University of Arizona Foundation Leicester and Kathryn Sherrill Creative Teaching Award

**Robert Stephan**

Associate Professor of Practice, Religious Studies and Classics, College of Humanities

### Provost Award for Innovations in Teaching

**Wendy Moore**

Associate Professor, Entomology, College of Agriculture, Life and Environmental Sciences

**Sarah McCallum**

Assistant Professor, Religious Studies and Classics, College of Humanities

**Samantha Orchard**

Associate Professor, School of Plant Sciences, College of Agriculture, Life and Environmental Sciences

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# 11

## Awardees

### Provost's Author Support Fund

Funds were allocated to all **11** applications to facilitate and support the publication of outstanding scholarly book-length manuscripts or other creative work. These funds helped the authors pay the subvention required by the publisher, or special production charges associated with permissions, figures and photographs, indexing, etc.



## MENTOR Institute Awards

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### **Distinguished Mentor Award**

**Daniela Triadan**

Professor, School of Anthropology, College of Social & Behavioral Sciences

### **Graduate Student Peer Mentor Award**

History Graduate Association

Department of History, College of Social & Behavioral Sciences

**Andrew Wickersham, President**

**Johanne Harrigan, Secretary**

**Liliana Toledo Guzman, Vice-President**

**Samantha Goodrich, Marketing**

**Zelin Pei, Treasurer**

### **Mentoring Future Scholars Award**

**Hayriye Kayi-Aydar**

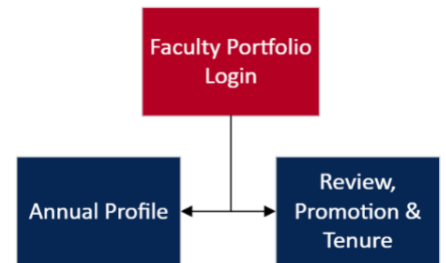
Associate Professor, Department of English, College of Social and Behavioral Sciences

**Jessica Rainbow**

Associate Professor, Department of Advanced Nursing Practice and Science, College of Nursing

# 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. It is meant to reduce the time and effort faculty spend each year reporting on their accomplishments and increase the accuracy and consistency of their data. It 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.



## 4,861

**Active Accounts**

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 the U of A. RPT ensures the proper workflow and access for each case. Additionally, RPT allows internal and external reviewers access to the appropriate case materials and provide their assessment and recommendation.

## Annual Summary of Reported Faculty Activity for 2023

### 40,453

**Courses Taught**

### 6,291\*

**Evaluations Completed**

### 14,554

**Scholarly Works Completed / Published / Accepted**

### \$ 1,603,381,728

**Active Grant Proposal Dollars**

### 7,060

**Number of Awards**

\*Evaluations exceed the number of active accounts as individuals may have multiple evaluation entries, including self-evaluations, peer reviews, and department head reviews.



# HEADSnetwork

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

10

**Forums, Workshops,  
& Events**

**Fall Forum**

Internships, Mentoring, Safety Updates, Provost

**Fall Workshops and Events**

Changes in Student Fees  
Fall Networking and Gathering

**Spring Forum:**

RRI Updates, Senior Leadership Panel

40

**Average Attendees per  
Event**

**Spring Workshops and Events:**

Spring Networking and Gathering (2)

**Spring Sponsored Events**

Provost Search Committee Listening Session  
Provost Search Candidate Sessions (2)  
Dean Search Committee Listening Session

409

**Total Attendance**

---

## Steering Committee 2023-2024

**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.

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

**Carl Liaupsin, Executive Director, HeadsUP**

Professor and Department Head of Disabilities and Psychoeducational Studies

**Colin Blakely**

Director and Professor, School of Art

**Susan Brown**

Head and Professor, Department of Management Information Systems

**Marcela Vásquez-León**

Head and Director, Environmental Anthropology

**Teresa Hazen**

Head and Associate Librarian, Collection Services

**Eric Mapp**

Head and Associate Professor of Practice, Department of Applied Science

**Mary Alt**

Head and Professor, Speech, Language and Hearing Sciences

**Craig Aspinwall**

Head and Professor, Chemistry and Biochemistry

**Veronica Reyes-Escudero**

Katheryne B. Willock Head of Special Collections

**Judd Ruggill**

Head and Professor, Public and Applied Humanities

**Lori Wiest**

Director and Professor, School of Music

**Hongyi "Michael" Wu**

Head and Professor, Electrical and Computer Engineering

**Claire Zucker**

Director, Pima County Cooperative Extension

**Andrea Romero (ex officio)**

Vice Provost for Faculty Affairs, Professor, Family Studies-Human Development

# NewHEADS

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

New HEADS is led by Colin Blakely, Director and Professor, School of Art

# 15

## Average Attendees at NewHEADS events

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### NewHEADS Forum Topics

1. Triage, Rules, Governance, Finances
  2. Interface, Culture, Assessment, Lonely at the Top
  3. Working with Those Above You
  4. Spring End-of-the-year Celebration
  5. Half-day workshops & monthly check-ins
- 

### Crucial Conversations for all Heads / Directors

1. Triage, Rules, Governance, Finances
2. Interface, Culture, Assessment, Lonely at the Top

# 14

**Individuals Trained  
Spring 2024**

# 78

**Total Individuals  
Trained**

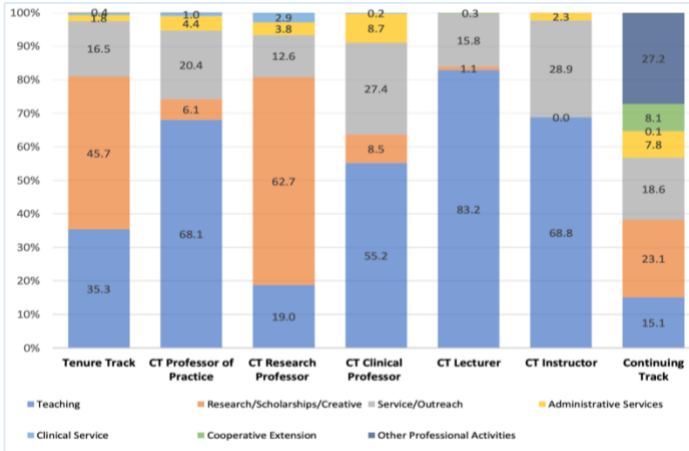
# FACULTY REPORTS, DATA & TRANSPARENCY

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

## Faculty Workload

The Faculty Workload Report offers the first examination of faculty workload data by track, title series, rank, and colleges. The insights in this report are made possible through the **Faculty Workload Distribution tool**, which began in Fall 2022 and serves as a reliable source of faculty workload data with confirmation from faculty and department head/directors.

Read the **Faculty Workload Report**.

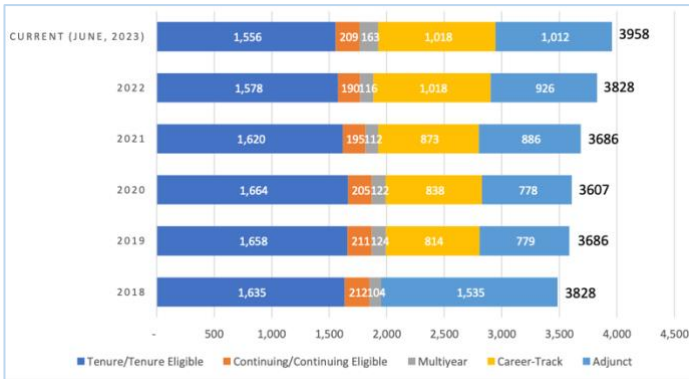


Workload Distributions (%) for All Tracks with Ranks Combined

## Summary of Career Track Faculty

Career-track faculty is a designation that was adopted by the University of Arizona in 2019 to bring dignity and respect to contingent faculty based on the university shared governance task force recommendations and with the support of the Office of the Provost. We are pleased to provide a summary report that includes the history and background, overview of the Career-Track Faculty Model, and data summary.

Read the **Summary of Career Track Faculty Report**.

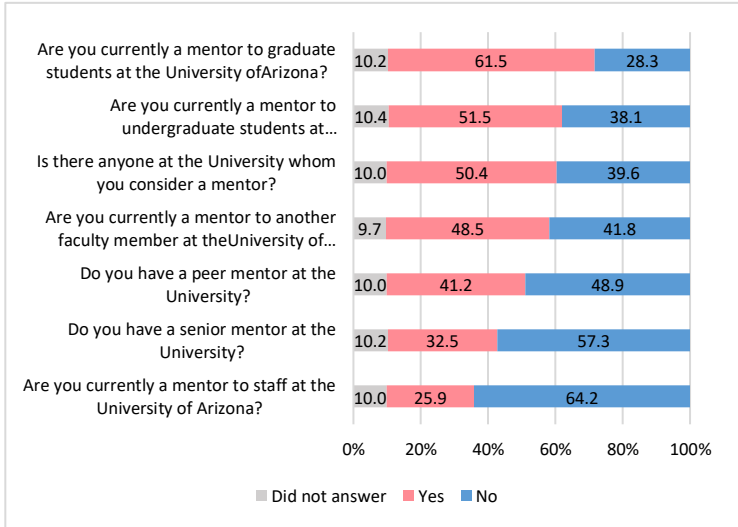


Faculty Headcount by Track Over 5 Years (2018 – 2023)

## Faculty Campus Climate Survey

The U of A Faculty Climate Survey has been thoughtfully designed through a shared governance process to help gain valuable insights into our community's experiences. The information collected is instrumental in our efforts to assess the current climate and guide our present and future actions toward creating a thriving campus environment.

The Faculty Campus Climate Survey will be made public on October 15, 2024.



Mentoring | All Faculty Tracks

# NATIONAL ACADEMIES OF SCIENCES, ENGINEERING, AND MEDICINE (NASEM) ACTION COLLABORATIVE PARTICIPATION

NATIONAL ACADEMIES  
Sciences  
Engineering  
Medicine



THE UNIVERSITY  
OF ARIZONA

## Action Collaborative Partner Network Prevention of Sexual Harassment

The U of A has committed to sharing information about institutional efforts and innovations in preventing and addressing sexual harassment since 2020. The U of A is committed to use, adapt, implement and share the resources and best practices identified by the Action Collaborative. Organizational commitments to date include creating a Faculty Fellow for the Prevention of Sexual Harassment. This individual serves as a liaison to coordinate efforts on campus by organizing regular meetings with multiple offices dedicated to prevention of sexual harassment, including the Office of Institutional Equity (which houses Title IX), Human Resources, Faculty Affairs and the Consortium against Gender Violence. We currently have mandatory training on sexual harassment for all employees.

5

Reports Submitted &  
Accepted in the  
National Repository



**Dr. Kathleen Melde**, Associate Dean of Faculty Affairs and Inclusion, and Professor, College of Engineering

Prevention of Sexual Harassment  
Fellow, 2020-2022



**Dr. Adrián Arroyo Pérez**, Associate Director, Faculty Programs, Office of the Provost

Prevention of Sexual Harassment  
Fellow, 2023-Current

## Action Collaborative on Transforming Trajectories (ACTT) Women of Color in Tech

The U of A is proudly one of the founding members of this group and is committed to participate in the national effort to improve pathways in STEM education and participation in the STEM workforce for women of color. Through the action collaborative, organizations will work together to improve pathways in tech education and participation in the tech workforce for women who identify as African American, Black, Hispanic, Latina, Native American, Asian American, Alaska Native, Native Hawaiian, or Pacific Islander.

2024

Beginning of the  
initiative activities



**Dr. Shufang Su**, Professor and Head, Department of Physics, College of Science

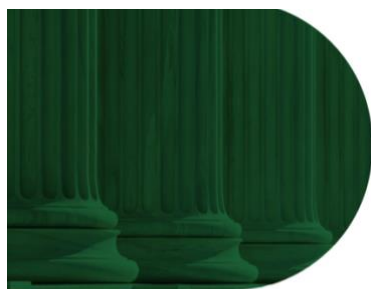
ACTT Fellow



**Dr. Kathleen Melde**, Associate Dean of Faculty Affairs and Inclusion & Professor, College of Engineering

ACTT Fellow

# INNOVATION & EXCELLENCE in Faculty Affairs



Modernizing Scholarship  
for the Public Good:  
An Action Framework for  
Public Research Universities



## U of A Highlighted by the Association of Public and Land-Grant Universities (APLU)

The University of Arizona was featured as a case study in the report on APLU's *Modernizing Scholarship for the Public Good: An Action Framework for Public Research Universities*. APLU's *Modernizing Scholarship for the Public Good Action Framework* (2023) offers guidance to public research universities on ways that they can support scholars to advance public impact research, cooperative extension, civic science, community-engaged research, and other forms of public engagement. For this case study, APLU conducted interviews with ten U of A stakeholders.

The University of Arizona's case study *Reforming Retention, Promotion, and Tenure: The University of Arizona's Process to Support Career-Track, Continuing-Status, and Tenure-Track Faculty*, can be found on **page 43 of the APLU Acting Framework**.



## The University of Arizona is one of the 2023 Winners of the Delphi Award from the Pullias Center for Higher Education

[The University of Arizona was awarded](#) the annual Delphi Award, presented by the University of Southern California's Pullias Center for Higher Education and the American Association of College and Universities (AAC&U). The Delphi Award gives a \$15,000 cash award to two universities annually that support non-tenure-track, contingent, and/or adjunct faculty in pursuing strategic priorities such as student learning and community engagement.

\$15,000

Delphi Cash Award

~500

National Webinar  
Attendees



Adrián Arroyo



Bill Neumann



Andrea J. Romero

Three U of A representatives participated in this webinar which explored innovative practices and lessons learned from institutional change initiatives aimed at the equitable recognition and support of contingent faculty. Campus leaders from the University of Arizona and Loyola Marymount University, recipients of the [2023 Delphi Award](#), described the policies, practices, and programs put in place to advance the recognition, status, and participation of contingent faculty on their campuses.

# INNOVATION & EXCELLENCE in Faculty Affairs

## The University of Arizona is part of the Promotion & Tenure – Innovation & Entrepreneurship Coalition



Promotion & Tenure – Innovation & Entrepreneurship (PTIE – pronounced “P-Tie”) is a global movement to support the inclusive recognition of the innovation & entrepreneurship (I&E) impact by university faculty in promotion, tenure & advancement guidelines and practices. Coalition members are universities committed to being a part of the conversation on this topic. In 2020, representative from the PTIE coalition and PTIE stakeholders worked collaboratively to develop recommendations for how to inclusively recognize the innovation & entrepreneurship (I&E) impact in university promotion & tenure (P&T) guidelines and practice resulting in a 2021 publication in the Science Magazine, Dr. Andrea Romero, Vice Provost for Faculty Affairs is a co-author.

Carter, R. G. et al. **Innovation, entrepreneurship, promotion, and tenure**. Science 373, 1312–1314 (2021).



### Partner Hire Scorecard

## The University of Arizona is listed as #6 in the National R1s Partner Hire Scorecard

The [Partner Hire Scorecard](#) is a product of a larger research study on the challenges faced by academic couples, the [Dual-Careers Project](#) funded by the National Science Foundation. Based on a rigorous review of university policies, materials, and resources, this site categorizes R1 academic institutions by their support of academic couples and offers resources for dual-career academic jobseekers.

# #6

### Partner Hire Scorecard

A ranking of the Partner-Friendly Status of R1 U.S. Universities

# INNOVATION & EXCELLENCE in Faculty Affairs



## **Dr. Andrea Romero, Vice Provost for Faculty Affairs was a 2023 Woman of Impact Awardee**

The Office of Research, Innovation & Impact (RII) leads the annual Women of Impact campaign and recognition event. RII select 30 remarkable faculty and staff who have each contributed significantly to our identity as a world-class research enterprise.

## **Dr. Adrián Arroyo Pérez, Associate Director for Faculty Programs was named 2023 Man of the Year among 40 Under 40 by Tucson Hispanic Chamber of Commerce**

The 40 Under 40 Awards is focused on leadership as well as on community involvement and the contributions made to moving our community forward. These contributors to the community are selected because of their body of work as selfless stewards and promoters of generosity, of good, and of progress.



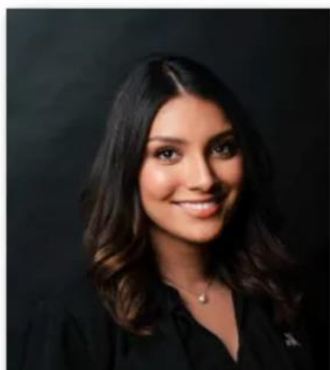
**The University of Arizona Awards for Excellence** honor employees for their achievements in furthering the missions of the University of Arizona, recipients are nominated by colleagues and peers and selected by a panel of volunteer judges made up of staff and faculty. These awards are designed to recognize outstanding achievements. **Dr. Adrián Arroyo Pérez and Clarisa Robles Parra were both recipients of Individual Awards.** Individual Awards are presented to approximately 9 members of the Classified and University Staff, regardless of their length of service, classification or pay grade. These awards are designed to recognize outstanding achievements.

### **Adrián Arroyo Pérez, Ph.D.**

Associate Director, Faculty Programs

*Nominated by Andrea Romero*

*" Adrián has dramatically improved operational efficiency by developing excellent on-boarding activities for all new faculty. His humanistic approach and commitment to the University - to its faculty and students and the broader community -- is evident in everything he does. He is an active HSI Fellow where his leadership has fostered an HSI webinar series that reaches across the world, mentoring of future leaders, and development of new programs "*



### **Clarisa Robles Parra**

Chief of Staff, Office of the Provost

*Nominated by Nina Bates*

*" Clarisa approaches her demanding work with wisdom and empathy. She has ensured "smooth and effective workflow through a period of change." Clarisa simplified complex and burdensome processes to support the growth and development of the University's leadership. She applies these same organization skills to streamline management of student Code of Conduct cases. Her dedication, innovation and leadership have profound impact. "*

# 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 the vibrant and increasingly diverse communities of Arizona.

## HSI | Centering Servingness Webinar Series

Administered by Faculty Affairs and sponsored by RII and HSI Initiatives, this year-long webinar series features the scholarship of U of A faculty and staff who engage in servingness efforts. These efforts honor cultures and lived experiences of Latina/o/x, Black, Indigenous, and underrepresented students and communities. This is the second time this series has been offered at a national level.

6

Part Series

10

Faculty and Staff featured.

> 150

Registrants

## HSI Seed Grant Program

\$143,623

Funded by Research Innovation & Impact

11

Projects Funded

Administered by Faculty Affairs and sponsored by RII and HSI Initiatives, the HSI Seed Grant Program fund was established in Spring 2021 to support scholarly research and creative work among early career faculty which enriches the U of A’s designation as an HSI and advances scholarship that directly impacts Latina/o/x, Black, Indigenous, and People of Color students and communities.



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 is funded by the Office of the Provost and RII.

821

**Faculty & Students have completed the Mentoring Training**

### **1. University-wide mentoring training for faculty and graduate students.**

The MENTOR Institute training enhances mentoring practices as a means to improve career advancement, obtaining a great job, timely promotion, academic milestones, and graduation.

**Level I.** helps to meet the new expanded National Science Foundation ([NSF requirement](#)) in the responsible conduct of research (RCR).

**Level II.** is a discussion and activity-based training which focuses on the application of the concepts from the Level 1 training. Participants discuss their personal mentoring philosophy and practice positive communication.

97

**Participants in the Faculty Development for Communities of Promotion Mentoring Program (FDCP)**

### **2. FDCP Mentoring Program**

The goal of this program is to create small faculty groups and link them with one faculty mentor who has been successful in the promotion process. FDCP prioritizes guiding values of excellence, honesty, trustworthiness, and compassion to help communities discuss and navigate their professional development while on the pathway to promotion/tenure.

8

**Mentor Fellows**

### **3. MENTOR Fellows**

A select group of faculty and graduate students who have demonstrated exemplary mentoring skills and are strong leaders. These fellows are instrumental in guiding students, faculty, and staff, and sharing best mentoring practices and knowledge.

8

**Awardees**

### **4. Mentoring Awards**

Recognize faculty and graduate students who are extraordinary in their mentoring practices and leadership.

118

**Participants in the ALI Mentoring Program**

### **5. ALI Mentoring Program**

The goal of this program is to create small groups of mid-career faculty and staff and link them with one mentor who is an ALI (Academic Leadership Institute) alum and a successful leader on campus. They strive to develop their leadership skills as they pursue their career advancement.



# MENTOR Institute Training

## Mentoring Training for Outside Institutions

Institutional site licenses are now available for the training *Best Practices in Mentoring for Faculty and Graduate Students*, an engaging asynchronous training that integrates best practices from well-established mentoring national organizations and institutional experts.



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.

## MENTOR Institute Fellows

8

### Mentor Fellows from Across Disciplines

1. **Dr. Adi Adiredja**, Associate Professor, Department of Mathematics
2. **Dr. Brandy Perkl**, Associate Professor of Practice, Organizational Leadership and Psychology
3. **Romy Cerón Canché**, PhD Candidate, Department of Spanish & Portuguese
4. **Tala Curry**, MSc, PhD Candidate, UA Clinical Translational Sciences Graduate Program
5. **Dr. Jeremy Garcia**, Associate Professor of Indigenous Education, Department of Teaching, Learning & Sociocultural Studies, College of Education
6. **Anuj Gupta**, PhD Candidate, Rhetoric, Composition and Teaching of English
7. **Maya Braun Yoon**, GPSC Executive Vice President and Graduate Student, James E College of Law
8. **Dr. Obenewaa Oduro-Opuni**, Assistant Professor, Department of German Studies

Hosted by the University of Arizona [MENTOR Institute Fellows](#), these series of conversations feature mentoring experts who tell their own mentoring stories and discuss important topics to enhance best practices in mentoring for the professional advancement of faculty and graduate students.

**Series 1: Why Mentoring? Creating a Culture of Care and Belonging**

**Series 2: Cultivating Community: Unlocking the Power of Mentorship**

105

Series Attendees

# **Faculty Affairs Annual Report**

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## **Year in Review 2023-2024**

The Faculty Affairs Annual Report Year in Review 2023-2024 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.

# THE FACULTY AFFAIRS TEAM

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