

**UNIVERSITY OF ARIZONA, COLLEGE OF VETERINARY MEDICINE
PROMOTION CRITERIA FOR CAREER-TRACK: ASSISTANT, ASSOCIATE, AND FULL PROFESSOR OF PRACTICE**

Reference Numbers Refer to Promotion Guidelines Document

Background: This rubric is intended as a synopsis of the accompanying Career-Track guidelines document. In this rubric, candidates must indicate with a checkmark the criteria that they consider to be fulfilled and documented in their dossier. Criteria checked as complete in this rubric assist reviewers in their assessment of the extent to which the candidates' accomplishments address specific criteria for promotion.

	Assistant Professor of Practice	Associate Professor of Practice	Full Professor of Practice
Teaching	<p>Candidates' documentation of achieving promotion status includes accomplishments in the following areas:</p> <ul style="list-style-type: none"> • Demonstrates knowledge and expertise to meet instructional needs of the College as evidenced by course materials that reflect up-to-date, evidence-based information. (A.2) • Participates in other roles as needed by the College to enhance student learning and student mentoring. (A.4, A.6) • Delivers rigorous teaching that incorporates engaging pedagogical approaches and clearly documented student outcomes. There should be clear documentation of student learning and evidence of positive feedback from students and peers. (A.1, A.3()) 	<p>Meets criteria for Assistant and the following additional criteria:</p> <ul style="list-style-type: none"> • Recognized outside the CVM for excellence in teaching and/or contribution to the University's teaching mission. (A.2, A.7, A.8, A.12) • Develops or implements new methodologies, instructional technologies, and/or innovative teaching strategies that promote a learner-centered environment. A.9 • Provides support and education within the College to faculty wishing to implement these instructional approaches in their classes. (A.5, A.11) 	<p>Meets criteria for Associate and the following additional criteria:</p> <ul style="list-style-type: none"> • Receives national/international recognition for clinical or classroom teaching or assessment innovations. (e.g., presentations at national/international conferences, workshops) for teaching or assessment innovations. (A.7, A.12) • Develops new methodologies for assessing teaching effectiveness or for meeting curricular goals. (A.9, A.10)
Research or Scholarly/Creative Activity	<p>Candidates' documentation of achieving promotion status includes accomplishments in the following areas:</p> <ul style="list-style-type: none"> • Actively involve themselves in the educational community of their disciplines. (C.2, C.3, C.4) • May engage in research led by other faculty members. (C.10) • Any other research related activities (e.g., professional workshops / training). (C.8) 	<p>Meets criteria for Assistant and the following additional criteria:</p> <ul style="list-style-type: none"> • May work w/other faculty to create new research opportunities (C.5 C.10) OR • Engages in dissemination of information on the scholarship of teaching and learning at the local/state level. (C.1, C.3, C.4) OR <p>Provides education to community members and other professionals (C.2) OR</p> <ul style="list-style-type: none"> • Engages in dissemination of information on the research with which they have been involved at the local/state level. (C.1, C.3, C.4) 	<p>Meets the criteria for Associate and the following additional criteria:</p> <ul style="list-style-type: none"> • National or international research board membership or leadership, journal editorial board membership, ad hoc review service, or grant peer-review (C.7, C.6) OR • Representation of CVM at regional, state, national and international meetings (C.3) OR • Publications including manuscripts, books, and book chapters. (C.1) OR • Presentation of research/scholarly work at regional, state, national and international meetings. (C.4)

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<p>Service/Outreach</p>	<p>Candidates' documentation of achieving promotion status includes accomplishments in the following areas:</p> <ul style="list-style-type: none"> • Serving on or leading a CVM committee (Admissions, Curriculum, Academic Progress, and/or Faculty Council). (B.1, B.2) • Participating in accreditation-related events. (B.7) • Engaging in outreach activities (e.g., service to the community, participation in stakeholder meetings, volunteer service, media engagement, community presentations or publications). (B.8) 	<p>Meets criteria for Assistant and at least two of the following additional criteria:</p> <ul style="list-style-type: none"> • Expands service to additional college or university committees. (B.1, B.2, B.3, B.5) • Serving on or leading a University committee. (B.3) • Serving as faculty advisor to student club. (B.4) 	<p>Meets the criteria for Associate and at least two of the following additional criteria:</p> <ul style="list-style-type: none"> • Serves on national or international committees. (B.11) • Serves in a leadership position within the college, university, or state. (B.12) • Leads efforts to foster student engagement in outreach, internships, and research. (B.4, B.6) • Participating in state, national or international service that may include serving on or leading an association(s) committee, journal editorial board membership, ad hoc review service. (B.11, B.9)
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