



Career Track Faculty Guidelines

These guidelines describe position qualifications, annual review process, and promotion criteria for the following types of professionals in the College of Engineering: instructors, lecturers, professors of practice, teaching professors, and research professors. According to the Definitions in the University Handbook for Appointed Professionals (UHAP), career-track (CT) professors are faculty whose Notice of Appointment incorporates the ABOR Conditions of Faculty Service (ABOR-PM 6-201, et seq.) who are not eligible for tenure and do not have visiting or adjunct titles. These guidelines are not intended to be exhaustive. Rather, the goal is to help the faculty in collaboration with their supervisors devise a plan that helps them advance their careers and adds value to their department and to the College of Engineering.

Qualifications, promotion, privileges, and performance review are described separately under each role. Career track faculty have the professional and intellectual freedom of all employees involved in teaching or research. We commit to offer equitable compensation based on a comparison group with similar duties in the College of Engineering.

An outline follows the primary role of the most common career track professionals in the College of Engineering.

Instructor. Instructors typically teach a maximum of 1 class per semester for no longer than 3 years. They are provided with a syllabus, a list of topics by the department, and specification of data collection requirements for assessment. There is no service component to their duties. They are hired on a semester basis, and there is no promotion path.

Lecturer. Lecturers typically teach 1-3 classes per semester. There may be a service component to their duties. There is a promotion path through three ranks—lecturer, senior lecturer, and principal lecturer. They are hired on one-year contracts. Refer to the University guidelines “Recommended University Criteria for the Promotion of Career-Track Lecturers” for promotion criteria.

Teaching Professor. Teaching Professors typically teach 3 classes per semester and have service duties in their department. They help tenure track faculty develop curricula and courses. They tend to teach all courses except for design or those that are practice oriented. They are involved in course and teaching assessment. They play a significant role in accreditation (ABET). They mentor students and undergraduate, Masters of Science and Masters of Engineering projects. There is a promotion path through three ranks—assistant, associate, and full teaching professor. They are hired based on competitive searches and are on either one-year (assistant teaching professor) or multi-year (associate and full) commitments. All course and student mentoring assignments are subject to Faculty Qualifications consistent with the Higher Learning Commission.

Professor of Practice. Professors of Practice teach up to 3 classes per semester and may or may not have service duties in their department. They help tenure track faculty develop curricula and courses. They tend to teach design and practice-oriented courses. They play a role in accreditation (ABET). They mentor students and undergraduate, Masters of Science, Masters of Engineering, and Doctoral projects. There is a promotion path through three ranks—assistant, associate, and full professor of practice. They typically have significant industrial experience and are on one-year or multi-year commitments. All course and student mentoring assignments are subject to Faculty Qualifications consistent with the Higher Learning Commission.

Research Professor. Research Professors perform original research and help the department and the College of Engineering be more competitive in winning external research support. They mentor students and undergraduate, Masters of Engineering, Masters of Science, and Doctoral projects. There is a promotion path through three ranks—assistant, associate, and full research professor. They are hired based on competitive searches and are on one-year or multi-year commitments funded through their or a collaborator’s external research contracts. All course and student mentoring assignments are subject to Faculty Qualifications consistent with the Higher Learning Commission.

Qualifications and Promotion Criteria

“According to the Definitions in UHAP, career-track faculty have Notice of Appointments that incorporate the ABOR Conditions of Faculty Service (ABOR-PM 6-201) who are not eligible for tenure and do not have visiting or adjunct titles. The University of Arizona has three general title series for such faculty: career-track instructors, career-track lecturers, and career-track professors.” (taken from “Recommended University Criteria for the Promotion of Career-Track Lecturers”). In the College of Engineering, we distinguish among three career-track professors: teaching professors who are primarily teaching courses, professors of practice who are primarily teaching courses where significant industrial experience is desired, and research professors who are primarily doing research.

Instructor

Instructors typically teach a maximum of 1 class per semester for no longer than 3 years. They are provided with a syllabus, a list of topics by the department, and specification of data collection requirements for assessment. There is no service component to their duties. They hired on a semester basis and there is no promotion path.

Refer to the University guidelines “Recommended University Criteria for the Promotion of Career-Track Lecturers” for guidelines. In particular, please note, “As noted in UHAP 3.1.02 and 3.3.03.D, career-track instructor appointments are appropriate for faculty whose duties are

limited to teaching “in a particular area.” Instructors do not generally have a promotion path except in units that offer extensive noncredit offerings.”

Lecturer

Lecturers typically teach 1-3 classes per semester. There may be a service component to their duties. There is a promotion path through three ranks—lecturer, senior lecturer, and principal lecturer. They are hired on one-year contracts. Refer to the University guidelines “Recommended University Criteria for the Promotion of Career-Track Lecturers” for promotion criteria. In particular, please note the promotion criteria and the necessity for promotion based on annual reviews: “Lecturers may be promoted to senior and principal lecturer titles following review by a departmental committee and unit head with the approval of the appropriate dean or vice president. Lecturers generally have more limited duties than career-track professors, so a conversion of a lecturer position into a position with a professor title must be “justified by increased responsibilities such as expanded teaching or supervisory duties” as well as outstanding performance, as indicated in annual reviews (UHAP 3.3.03.E).”

Teaching Professor

The title of Teaching Professor describes a faculty member who is committed to instruction primarily in the undergraduate programs within a unit, either within a department or the College of Engineering. The faculty member will preferably have served as an adjunct, lecturer, or instructor and established a record of achievement that is documented in their annual performance reviews. Appointment to Teaching Professor is made when the faculty member has a demonstrated record of pedagogy and success in teaching undergraduate students and taken on broader responsibilities over a sustained period of time, such as teaching graduate students and leading or participating in assessment such as ABET. The transition from appointments as lecturers or instructors to professor-level appointments should be made following the track changes provisions in the University Handbook for Appointed Personnel and on the website of the Vice Provost for Faculty Affairs (<http://facultyaffairs.arizona.edu/career-track-faculty>). The primary responsibility of a Teaching Professor is instruction via teaching undergraduate and/or graduate courses either in the classroom or on-line. Other duties could include program and teaching assessment, mentoring faculty on teaching, and committee service appropriate to teaching and the educational mission of the unit.

Qualifications

A Ph.D. degree in a discipline or closely related field enabling them to teach core level undergraduate and/or graduate courses in the degree programs in the College of Engineering.

Appointment and Duties

Teaching professors are career-track faculty. The policies for appointments are included in Chapter 3 of the University Handbook for Appointed Professionals (UHAP). The initial appointment of Teaching Professor is made by the unit head and the dean following appropriate peer review and will be at the rank of Assistant Teaching Professor, Associate Teaching Professor, or Teaching Professor. The nominal workload is a total of 8 courses and course

equivalents per academic year. The maximum course load expected is 6 courses per academic year. Course equivalents are other duties assigned by the unit head. Other duties include service to the department, college, and university as well as pedagogy or educational research based on interests and strengths. Specific examples of the types of activities expected in each rank follow.

Qualifications for Appointment by Rank

Appointment to Assistant Teaching Professor

- A Ph.D. degree in a discipline or closely related field to the expected teaching duties.
- An established record of achievement with recognized expertise as documented in strong letters of recommendation from collaborators and supervisors.
- Demonstrated success in academic instruction, as evidenced by strong student evaluations, a teaching portfolio that documents the candidate's understanding of curriculum design and outcomes assessment, and peer reviews that demonstrate the candidate's teaching effectiveness.

Appointment to Associate Teaching Professor

- The same qualifications as for an Assistant Teaching Professor with the addition of at least 6 years teaching experience at UA at 0.5 FTE or above. Commensurate service may be considered when determining years of experience.
- Additional experience and expertise beyond that expected of an Assistant Professor, such as with research-based teaching innovations, experience with advancing broader curricular reforms, and recognized contributions to the scholarship of teaching such as conference presentations.

Appointment to Teaching Professor

- The same qualifications as for an Associate Teaching Professor with the addition of at least 9 years teaching experience at the UA at 0.5 FTE or above. Commensurate service may be considered when determining years of experience.
- Evidence of additional impact and recognition beyond that expected for an Associate Professor, including leadership of high-impact innovations, awards and other recognition of teaching effectiveness, and institutional and recognized contributions to the scholarship of teaching such as publications, presentations, and the adoption of teaching innovations developed at other institutions.

Criteria for Promotion by Rank

According to [UHAP 3.3.03.b](#), promotion requires excellent performance and the promise of continued excellence as determined by the specific duties assigned to individual faculty members. ABOR section 6-201(I)(4)(a) notes that the criteria for evaluation should consider teaching effectiveness; quality of service to the profession, university, and community; and the quality of scholarly research, publication, or creative endeavors—if the faculty member

has assigned research duties. Research is also integral to the scholarship of teaching and the scholarship of engagement, as recognized by the [University's inclusive view of scholarship](#).

Promotion to Associate Teaching Professor requires:

- The development or use of new pedagogical methods and instructional technologies that promote learner-centered instruction.
- Contributions to curriculum development, outcomes assessment, and instructional innovations that build on such practices to improve student success.
- Leadership or participation in the continuous assessment of the degree programs in the unit, culminating in the reporting of assessment results to the faculty for discussion on how to improve the program. The assessment results will also be used to meet university reporting requirements and to satisfy requirements for accreditation by the Accreditation Board for Engineering and Technology, Inc. (ABET).
- Evidence of effective advising, mentoring, and student-support activities such as recruitment and outreach activities.
- Presentations and participation in workshops, lectures, seminars, and panel discussions related to the duties of the individual and the mission of the program.
- Participation in committee and collaborative governance within the program, department, college, and/or university.
- Service as a reviewer for grants, competitions, awards, and publications, within the program, institution, and profession.
- Participation in professional development workshops such as the National Effective Teaching Institute (NETI).
- Excellent student, administrative, and peer evaluations that demonstrate effectiveness with research-based teaching practices.

Promotion to Teaching Professor requires:

- A sustained record of excellence in teaching core courses in the unit as shown by internal and external peer review, student feedback, and teaching awards.
- Evidence of innovations in instruction that significantly contribute to student recruitment, retention, and graduation.
- Broad impact on curricular practices and teacher development programs.
- Publications, reports, presentations, and other contributions to the scholarship of teaching.
- Leadership roles in professional societies, editorial boards, teacher networks, and other community and professional collaborations.
- Leadership with evaluating and collaborating on publications, awards, or proposals.
- Leadership at the college and university levels on developing and implementing innovative teaching and learning strategies.
- Evidence of the successful mentoring of others in the college and university in teaching.

Responsibilities and Privileges

Teaching professors are an integral part of the department faculty and expected to participate in self-governance. Voting privileges are defined by department by-laws.

Commitment Renewal

New Teaching Professors are appointed for one year. Renewal is based on performance and budgetary considerations. After serving in the position for a maximum of three years with satisfactory performance reviews, Teaching Professors may receive a three-year commitment subject to the approval of the Provost. Prior service as an adjunct, lecturer, or instructor counts toward the three-year requirement if a record of achievement has been established that is documented in the annual performance review.

Annual Performance Review

Renewal of appointment in all ranks will be based upon the annual performance review by the unit head in consultation with the dean. The process begins with the faculty member and unit head meeting to discuss goals for the academic year. At the end of the evaluation period, the faculty member prepares an annual review portfolio in UA Vitae based on the teaching and, if appropriate, service and scholarship criteria established in the annual performance review guidelines for faculty in the department. The department peer-review committee evaluates the candidate's portfolio and makes a recommendation. The unit head reviews the candidate's portfolio and the recommendation made by the peer review committee which is advisory. The unit head writes a letter of evaluation, including a statement of progress toward commitment renewal, and meets with the candidate to discuss the review and goals for the next academic year.

Promotion Timelines

Assistant Professors

[According to UHAP 3.3.03 Section G](#), appointment or promotion to assistant professor on the career track will require evidence of promise, adequate training, depth of knowledge in a particular specialty, and capacity to undertake high-quality teaching, research, and service. Promotion to the associate rank is possible after a minimum of three years of service in the assistant rank. During the fifth year in rank, the unit head will inform the Assistant Teaching Professor that they will be reviewed for promotion to Associate Teaching Professor the following year unless the faculty member declines in writing. If they decline they will be reviewed for retention in rank in year six and every six years thereafter.

Associate Professors

[According to UHAP 3.3.03 Section H](#), appointment or promotion to associate professor on the career track will require evidence of an established and productive career in addition to the qualifications required of the assistant rank. Such an individual will be known at the state, regional, and national level for the individual's particular expertise, and will contribute to the

departmental program in a significant fashion. Annual reappointments may be made an indefinite number of times, subject to satisfactory performance evaluations. Promotion to Teaching Professor may occur at any time, but during the fifth year, the unit head will inform the Associate Teaching Professor that they will be reviewed for promotion to Teaching Professor the following year unless the faculty member declines in writing. If they decline they will be reviewed for retention in rank the next year and every six years thereafter.

Professors

[According to UHAP 3.3.03, Section I](#), appointment or promotion to professor on the career track will require outstanding qualifications regarding expertise and experience in addition to the qualifications required of an associate professor. Such an individual must have achieved national recognition through peer organizations and will bring distinction to the department. Career-track professors may be reappointed annually provided they continue to meet the criteria for the rank and perform satisfactorily as determined by annual performance evaluations.

Promotion Process

Career-track faculty members in designated titles may be reviewed for promotion. A more extensive review is required for promotions of career-track faculty in designated professorial titles such as assistant or associate professors of practice, research or clinical assistant or associate professors, or other such titles specified by the University for career-track professorial appointments. As noted in UHAP 3.3.03.c and 3.3.03.f, promotions for such appointments may occur only after reviews at the department and college levels with approval by the Provost, or by the appropriate dean for faculty with clinical series or clinical scholar titles.

Dossiers for the promotion of career-track faculty other than lecturers and clinical faculty will be prepared following the same guidelines as those for tenure-eligible or tenured faculty, though external reviews are not required in the College. Directions on preparing dossiers are provided on the Provost's webpage. <https://facultyaffairs.arizona.edu/content/guide-promotion-process>

Professors of Practice

A faculty member who is a Professor of Practice is committed to instruction in a department or in the College of Engineering. A Professor of Practice has significant practical engineering experience in industry or government and teaches in their area of expertise, typically in design and practice-oriented courses. Other potential duties include advising/mentoring students, assessing teaching programs, mentoring faculty on practice, conducting research, fund-raising, and serving on committees appropriate to teaching and the educational mission of the unit.

Appointment and Duties

Professors of Practice are career track faculty. The policies for appointments are included in Chapter 3 of the [University Handbook for Appointed Professionals \(UHAP\)](#). The initial appointment and rank of Professor of Practice is made by the Department Head in consultation

with the Dean at the rank of Assistant Professor of Practice, Associate Professor of Practice, or Professor of Practice. Suggested skills and background are provided in the next section as a guide.

The nominal full-time workload is a total of 8 courses (24 credit hours) and course equivalents per academic year. The maximum course load expected is 6 courses (18 credit hours) per academic year along with course equivalents. Course equivalents are other duties assigned by the unit head. Other duties include service to the department, college, and university. Specific examples of the types of activities expected in each rank follow.

Application Materials

Letter of interest, curriculum vitae, statement of research interests, and list of references.

Suggested Qualifications for Appointment by Rank

Appointment to Assistant Professor of Practice

- A Ph.D., M.S., or B.S. degree in the discipline of instruction or a closely related field to the teaching duties expected.
- Industry or government experience or license/certification in a relevant area of expertise.
- An established record of achievement with recognized expertise as documented in CV and strong letters of recommendation from collaborators and supervisors.
- A background of at least a nominal amount of teaching experience.

Appointment to Associate Professor of Practice

- Same qualifications as for Assistant Professor of Practice.
and
- Industry or government employment as a project leader.
or
- Teaching experience ≥ 6 years at the UA or another university at 1.0 FTE.
Commensurate service may be considered when determining years of teaching experience.

Appointment to Professor of Practice

- Same qualifications as for Associate Professor of Practice.
and
- Industry or government employment as a principle, chief, or associate engineer.
or
- Teaching experience ≥ 9 years at the UA or another university at 1.0 FTE.
Commensurate service may be considered when determining years of experience.

Criteria for Promotion by Rank

According to UHAP 3.3.03.b, promotion requires excellent performance and the promise of continued excellence as determined by the specific duties assigned to individual faculty members. ABOR section 6-201(I)(4)(a) notes that the criteria for evaluation should consider teaching effectiveness; quality of service to the profession, university, and community; and the quality of scholarly research, publication, or creative endeavors—if the faculty member has assigned research duties. Research is also integral to the scholarship of teaching and the scholarship of engagement, as recognized by the University's inclusive view of scholarship.

Promotion to Associate Professor of Practice requires:

- Evidence of effective instruction, advising, mentoring, and student-support activities such as recruitment and outreach activities.
- Participation in the continuous assessment of the degree programs in the unit, culminating in the reporting of assessment results to the faculty for discussion on how to improve the program. The assessment results will also be used to meet university reporting requirements and to satisfy requirements for accreditation by the Accreditation Board for Engineering and Technology, Inc. (ABET).
- Participation in committee and collaborative governance within the program, department, college, and/or university.
- Participation in external professional service activities.

Promotion to Professor of Practice requires:

- A sustained record of excellence in teaching courses in the unit as shown by internal and external peer review and student feedback.
- Broad impact on curricular practices.
- Evidence of the successful mentoring of others in the college and university in advising, mentoring, teaching, and student-support activities such as recruitment and outreach activities.
- Participation in external professional service activities

Contract Renewal

New Professors of Practice are initially appointed for 1-3 years based on the needs of the Department or the College of Engineering. Renewal is based on performance and budgetary considerations. Assistant, Associate, and Full Professors of Practice may receive a multi-year contract subject to the approval of the Provost based on the record of achievement that has been documented in the annual performance review. Prior service as an adjunct, instructor, or lecturer may count as commensurate service.

Annual Performance Review

Renewal of appointment in all ranks will be based upon the annual performance review by the Department Head in consultation with the Dean. The process begins with the faculty member and Department Head meeting to discuss goals for the annual evaluation period. At the end of the evaluation period, the faculty member prepares an annual review portfolio in UA Vitae based on the teaching and, if appropriate, service and scholarship criteria established in the annual performance review guidelines for faculty in the department. The department peer review committee evaluates the faculty member's portfolio and submits the performance review to the Department Head. The Department Head reviews the candidate's portfolio and the review provided by the peer review committee, which is advisory. The unit head writes a letter of evaluation including a statement of progress toward contract renewal and meets with the candidate to discuss the review and goals for the next performance period.

Promotion Timelines

Promotion to Associate Professor of Practice may occur at any time, but no later than during the fifth year in Assistant rank, the unit head will inform the Assistant Professor of Practice that they will be reviewed for promotion to Associate Professor of Practice the following year unless the faculty member declines in writing. If they decline they will be reviewed for retention in rank in year six and every six years thereafter.

Promotion to Professor of Practice may occur at any time, but no later than during their fifth year in Associate rank, the unit head will inform the Associate Professor of Practice that they will be reviewed for promotion to Professor of Practice the following year unless the faculty member declines in writing. If they decline they will be reviewed for retention in rank the next year and every six years thereafter.

Promotion Process

Career-track faculty members in designated titles may be reviewed for promotion. A more extensive review is required for promotions of career-track faculty in designated professorial titles such as assistant or associate professors of practice, research or clinical assistant or associate professors, or other such titles specified by the University for career-track professorial appointments. As noted in UHAP 3.3.03.c and 3.3.03.f, promotions for such appointments may

occur only after reviews at the department and college levels with approval by the Provost, or by the appropriate dean for faculty with clinical series or clinical scholar titles.

Dossiers for the promotion of career-track faculty other than lecturers and clinical faculty will be prepared following the same guidelines as those for tenure-eligible or tenured faculty, though external reviews are not required in the College. Directions on preparing dossiers are provided on the Provost's webpage. <https://facultyaffairs.arizona.edu/content/guide-promotion-process>

Research Professor

A faculty member who is a Research Professor is committed to supporting the research mission of the College of Engineering. A Research Professor should have significant engineering research experience in academic, industrial or governmental laboratories and be working on funded research either as a principal investigator or co-investigator. Other duties could include advising/mentoring students, mentoring other faculty, fund-raising, and serving on committees appropriate to the research mission of the unit.

Appointment and Duties

Research Professors are career track faculty. The policies for appointments are included in Chapter 3 of the [University Handbook for Appointed Professionals \(UHAP\)](#). The initial appointment and rank as a Research Professor is made by the Department Head in consultation with the Dean at the rank of Assistant Research Professor, Associate Research Professor, or Research Professor. Suggested skills and background are provided in the next section as a guide.

The nominal full-time workload is 100% related to support of direct research activities and securing the funding to support research activities. In some cases, teaching or other duties may be assigned by the unit head if agreed upon by the impacted parties and supported by appropriate non-research funding sources. Other duties include service to the department, college, and university. Specific examples of the types of activities expected in each rank follow.

Application Materials

Letter of interest, curriculum vitae, statement of research interests, and list of references.

Qualifications for Appointment by Rank

Appointment to Assistant Research Professor

- A Ph.D. in the discipline of the research or in a related field relevant to the supported research activities.
- Research experience in a relevant area of expertise.
- An established record of achievement with recognized expertise as documented in CV and strong letters of recommendation from collaborators and supervisors.

Appointment to Associate Research Professor

- Same qualifications as for Assistant Research Professor.
- Research experience ≥ 6 years at the UA or another university at 1.0 FTE. Commensurate service may be considered when determining years of research experience.
- Demonstrated record of major contribution to securing funding to support research activities.

Appointment to Research Professor

- Same qualifications as for Associate Research Professor.
- Research experience ≥ 9 years at the UA or another university at 1.0 FTE. Commensurate service may be considered when determining years of experience.
- Demonstrated record of securing funding to support an independent research program.

Criteria for Promotion by Rank

According to UHAP 3.3.03.b, promotion requires excellent performance and the promise of continued excellence as determined by the specific duties assigned to individual faculty members. ABOR section 6-201(I)(4)(a) notes that the criteria for evaluation should consider the quality of scholarly research, publication, and creative endeavors; and teaching effectiveness, quality of service to the profession, university, and community — if the faculty member has assigned teaching or service duties.

Promotion to Associate Research Professor:

- Evidence of effective contribution to research in terms of peer reviewed publications, research presentations, patents, and securing the grant and/or contract funding necessary to support research work.
- Participation in research training and supervision of laboratory research support staff and students.
- A positive contribution to the quality of the research reputation of the unit
- Participation in committee and collaborative governance within the program, department, college, and/or university.
- Participation in external professional service activities related to research, such as journal and grant review.

Promotion to Research Professor requires:

- A sustained record demonstrating independence in research in terms of peer reviewed publications, research presentations, patents, and securing the grant and/or contract funding necessary to support research work.
- A sustained record of participation in research training and supervision of laboratory research support staff and students.
- A national reputation for high quality research contributions.
- Recognition for significant contributions in professional service at the local and national levels.

Contract Renewal

New Research Professors are initially appointed for 1-3 years based on the needs and available funding of the research program supporting them. Renewal is based on performance and budgetary considerations. Assistant, Associate, and Full Research Professors may receive a multi-year contract subject to the approval of the Provost based on the record of achievement that has been documented in the annual performance review and availability of financial support.

Annual Performance Review

Renewal of appointment in all ranks will be based upon the annual performance review by the Department Head in consultation with the Dean. The process begins with the faculty member and Department Head meeting to discuss goals for the annual evaluation period. At the end of the evaluation period, the faculty member prepares an annual review portfolio in UA Vitae based on the research and, if appropriate, teaching and service and contributions established in the annual performance review guidelines for faculty in the department. The department peer review committee evaluates the faculty member's portfolio and submits the performance review to the Department Head. The Department Head reviews the candidate's portfolio and the review provided by the peer review committee which is advisory. The unit head writes a letter of evaluation including a statement of progress toward contract renewal and meets with the candidate to discuss the review and goals for the next performance period.

Promotion Timelines

Promotion to Associate Research Professor may occur at any time, but no later than during the fifth year in Assistant rank, the unit head will inform the Assistant Research Professor that they will be reviewed for promotion to Associate Research Professor the following year unless the faculty member declines in writing. If they decline they will be reviewed for retention in rank in year six and every six years thereafter.

Promotion to Research Professor may occur at any time, but no later than during the fifth year in Associate rank, the unit head will inform the Associate Research Professor that they will be reviewed for promotion to Research Professor the following year unless the faculty member declines in writing. If they decline they will be reviewed for retention in rank the next year and every six years thereafter.

Promotion Process

Career-track faculty members in designated titles may be reviewed for promotion. A more extensive review is required for promotions of career-track faculty in designated professorial titles such as assistant or associate professors of practice, research or clinical assistant or associate professors, or other such titles specified by the University for career-track professorial appointments. As noted in UHAP 3.3.03.c and 3.3.03.f, promotions for such appointments may occur only after reviews at the department and college levels with approval by the Provost, or by the appropriate dean for faculty with clinical series or clinical scholar titles.

Dossiers for the promotion of career-track faculty other than lecturers and clinical faculty will be prepared following the same guidelines as those for tenure-eligible or tenured faculty, though external reviews are not required in the College. Directions on preparing dossiers are provided on the Provost's webpage. <https://facultyaffairs.arizona.edu/content/guide-promotion-process>