

**LABORATORY OF TREE-RING RESEARCH**

The University of Arizona  
Tucson, Arizona 85721 USA

**POLICY ON APPOINTMENT OR PROMOTION**

**Nontenure-Eligible Faculty**

	<b>Associate Professor</b>	<b>Professor</b>
<b>Research, Scholarly/Creative Activity:</b>	Substantial accomplishment in research will be indicated by sustained scholarly activity in one or more areas, with a building record of publication in national and international journals, and recognition at regional and national levels, and significant progress towards achieving international stature. Clear indications of potential for continued scholarly productivity will also include effort and success in obtaining research grants and contracts. Collaboration with graduate students and other scientists is also an important indication of accomplishment and potential for sustained productivity.	Excellence, creativity, and impact in research, and effectiveness in communicating research, are indicated by sustained high quality in publishing in national and international journals, and international stature with the expectation that excellence will continue. Impact and effectiveness in research is also indicated by effort and success in obtaining research contracts and grants. The very nature of LTRR commonly necessitates collaborative effort, in both research and scholarly activity, and this may be reflected in the publication and funding record.
<b>Teaching</b>  To the extent that teaching is specified as a proportion of time devoted to this endeavor in annual reports, or teaching has been a part of the faculty member's record, the following criteria may be considered in appointment or promotion:	Evidence of substantial accomplishment in teaching includes development and improvement in course materials, positive reviews by students, and favorable evaluations by senior faculty. Participation in mentoring and advising may be indicated by service as chairperson and as a member of thesis or dissertation committees.	Excellence in teaching includes, but is not limited to, recognition of teaching excellence by students and the LTRR faculty in peer reviews, and by outside sources. Excellence in teaching also includes leadership in developing or improving LTRR or university teaching programs, a strong record of student mentoring, and service as chairperson and as a member of thesis or dissertation committees.
<b>Service/Outreach</b>  To the extent that service/outreach are specified as proportions of time devoted to these endeavors in annual reports, or these endeavors have been a part of the faculty member's record, the following criteria may be considered in appointment or promotion:	Good performance in the service area is indicated by service on LTRR, college or university committees, presentations or scientific advice to local or regional groups, and service to national or international organizations or journals.	A strong commitment to outreach and service is demonstrated by service on department, college and university committees. A substantial outreach effort is also indicated by presentations or scientific advice to local, state, national or international organizations. Service to professional organizations, journals and other professional activities of national and international stature is an important aspect of service.