The College of Agriculture and Life Sciences (CALS) has revised its guidelines and criteria for promotion and tenure and promotion and continuing status to include a statement regarding compliance with relevant university and Board of Regents policies. An earlier revision (June 1999) emphasized the use of the position description in evaluation and advancement decisions and added an appendix with examples of instruction, research and service activities that may be used in the evaluation process.

"Collective Wisdom" is a valuable online resource that provides practical, informal guidance and answers to frequently asked questions regarding the promotion process and preparation of dossiers for CALS faculty, administrators, mentors and staff.

All new tenure- or continuing-eligible faculty hired after July 1, 2003 must have a probationary review in their third year and a mandatory review for tenure or continuing status in their sixth year. Annual reviews for tenure- and continuing-eligible faculty must have an extra component that addresses progress toward tenure or continuing status.

- **3-yr/6-yr (P&T) Review**
  - Tenure clock
  - A sample copy
  - P&T Guidelines – School/College/University
  - P&T information sessions at the University level

- **Promotion to Associate Professor**
  - Research program
  - Balance between quality and quantity – Sustained pub/balanced pubs in top/mid/respected journal
  - National visibility
  - Upward trajectory – being able to make it to full prof within the window of opportunity after promotion to assoc.
  - Balance among research, teaching, and service (research – most critical, teaching – important, and service – minimal expectation/excellent citizen to dept most critical; ad hoc reviewers for scholarly journals)
  - Grant – means (not ends) to your research; nevertheless, critically and increasingly important for P&T (indicators for national competitiveness and means for higher quality research)

- **Promotion to Full Professor**
  - Research productivity since last promotion (and since beginning at the UA)
  - Achieved national and international standing
  - Doctoral student training
- Editorial board – leadership at the national level
- Service (leadership; e.g., grad program chair)