



THE UNIVERSITY  
OF ARIZONA

Faculty Affairs Annual Report  

---

Year in Review  
2020-2021



Faculty Affairs



## Mission



Our mission in Faculty Affairs is to cultivate and connect institutional structures for faculty advancement across the career lifespan in alignment with the overarching mission and role of the University of Arizona. We take an ecosystem equity approach across all system levels that considers (1) recruitment, (2) professional advancement, (3) retention, and (4) policies. Our work is grounded in an affirming, transparent, and inclusive approach to supporting faculty. You can find more details and information on each key area of our work:

- Equity
- Recruitment
- Professional Advancement
- Retention

## Vision



We aspire to maintain high levels of accountability, efficiency, and transparency in all areas of faculty affairs. We adhere to the fundamental values of our land grant institution and R1 status. We believe that a humanistic approach to faculty activity will foster excellence, equity, and impact. We aim to promote understanding of the role and contributions of faculty in teaching, research, service, extension, creative activity, and clinical work.

# FACULTY SNAPSHOT JULY 1<sup>ST</sup>, 2020–JUNE 30<sup>TH</sup>, 2021 FISCAL YEAR 2021



# 3686

Total Faculty

# 1620

# 195

# 985

# 886

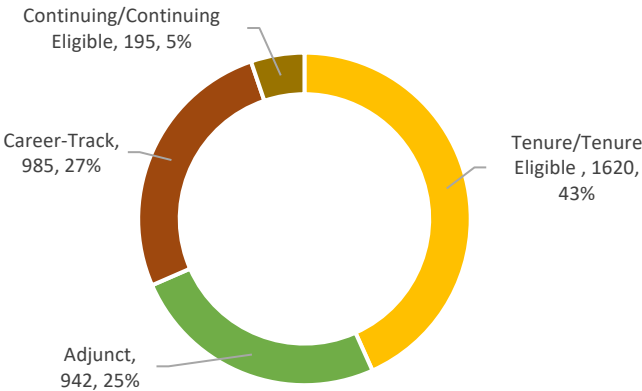
Tenure/Tenure Eligible

Continuing/Continuing Eligible

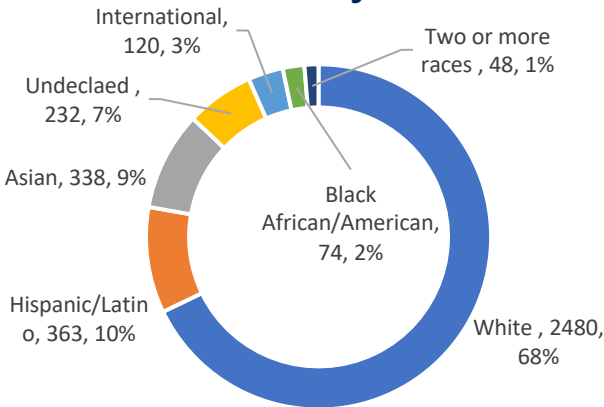
Career-Track

Adjunct

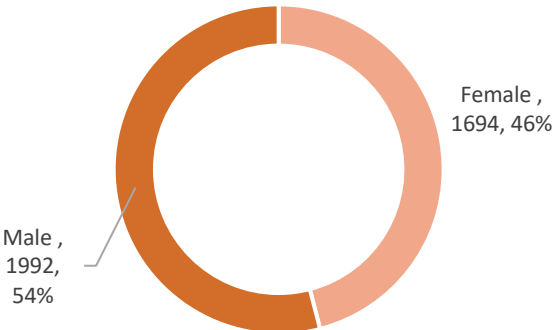
**Faculty by Tracks**



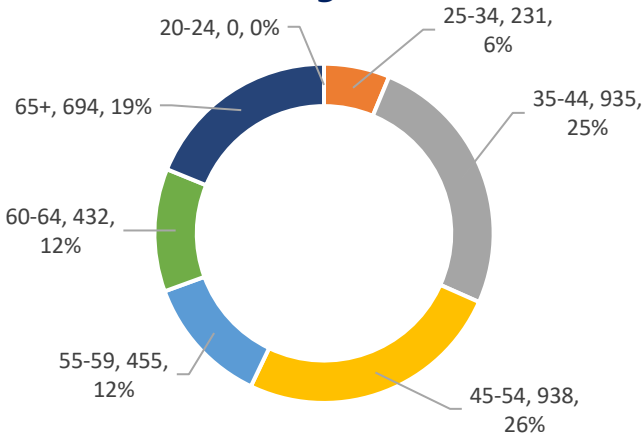
**Race/Ethnicity (IPEDS)\***



**Gender**



**Age**



\*IPEDS categories present the count of faculty as defined by the Integrated Postsecondary Education Data System, which effectively pushes each individual into just one reporting category.

## DEPARTURES FISCAL YEAR 2021



462

Total  
Departures

105

Retirements

133

Sabbaticals

114

Voluntarily  
Departures

243

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

81

Emeritus

## NEW FACULTY FISCAL YEAR 2021\*



365

New faculty  
hires - Total

41

Tenured/Tenure  
-track

4

Continuing/Continuing  
eligible

45

Career-Track

275

Adjunct

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

## SPFI | Strategic Priorities Faculty Initiative

Since fiscal year 2009, the Strategic Priorities Faculty Initiative (SPFI) has provided temporary University financial support to academic departments enabling them to hire additional full-time, tenure-track faculty or continuing track academic professionals who enhance UArizona's distinctive strengths in advancing Inclusive Excellence via **equal opportunity, diversity, and inclusion**.

\$175,000

Increased financial  
support from the  
President's Office

6

New SPFI Hires

50

SPFI Faculty Hires  
Retained

# NEW FACULTY ORIENTATION



New Faculty Orientation is designed to provide new faculty at UArizona an immersive and welcoming experience to expand their knowledge about key university features and resources to start their roles.

~50 | Virtual Attendees

81% | Satisfaction

# FACULTY RESOURCE FAIR



~100 | Virtual Attendees

98% | Effectiveness

## RESEARCH SUPPORT

Introduction to research resources from the office of Research Innovation and Impact (RII).

Panel discussions with Research Associate Deans of:

- Health Sciences
- Science & Engineering
- Social/Behavioral Sciences, Law, CAPLA, Management & Libraries
- Humanities, Education & Fine Arts

## TEACHING & EDUCATION

The Office of Instruction and Assessment (OIA) facilitated a session to illustrate instructional tools, services, and resources to assist faculty with their teaching responsibilities.

## BENEFITS, CAREER, HEALTH AND WELLNESS

The UArizona Human Resources and Life & Work Connections units offered a comprehensive series that touched on:

- Faculty Wellbeing
- Employee Benefits
- Compassion
- Advising Team Members
- Strengthening Resiliency

## PROMOTION & TENURE 2020-2021 CYCLE

100

**Promotion &  
Tenure Dossiers  
Submitted**

**42** Promoted to Full  
**3** Promoted to Full with  
Tenure  
**3** Tenure Only  
**52** Promoted to Associate  
with Tenure  
3 denied, 4 withdrew

▲▲▲  
13

**Continuing  
Status Dossiers  
Submitted**

**5** Promoted to Full  
**1** Promoted to Full with  
Continuing Status  
**1** Continuing Status Only  
**6** Promoted to Associate with  
Continuing Status  
2 denied

50

**Career Track  
Promotions**

**41**  
**Track Transfers**

---

## PROMOTION WORKSHOPS

▲▲▲  
9 | Workshops

~500 | Attendees

## TOPICS

Making Your Statement for Promotion

Using Portfolios to Document Impact, Innovation, and Leadership

Going Up for Full

Preparing for Promotion on the Career Track

Preparing for Promotion on the Continuing or Tenure Track

Promotion Reviews for Administrators, Department Heads and Directors

Promotion Reviews for Committee Members

Review, Promotion, Tenure (RPT) Administrator Training for Department, Unit or  
College Coordinators or Managers

Candidate Training for Dossier Submission to Review, Promotion, Tenure



Outstanding faculty members were nominated and chosen by their peers because of their demonstrated excellence in teaching, mentoring, research/scholarship/creative activity, extension, outreach, and service.

### University Distinguished Professor Award

**Faten Ghosn**, Professor, School of Government and Public Policy, College of Social and Behavioral Sciences

**Joellen Russell**, Professor, Geosciences, College of Science

### University Distinguished Outreach Faculty Award

**Karletta Chief**, Associate Specialist, Environmental Science, Arizona Institutes for Resilience

**Lynn Gerald**, Professor, Public Health, Mel & Enid Zuckerman College of Public Health

### Distinguished Scholar Award

**Lynn M. Carter**, Associate Professor, Planetary Sciences, College of Science

**Allison S. Gabriel**, Professor, Management and Organizations, Eller College of Management

**Elisa Tomat**, Associate Professor, Chemistry and Biochemistry, College of Science/College of Medicine Tucson

### Early Career Scholar Award

**Antonio José Bacelar da Silva**, Assistant Professor, Center for Latin American Studies, College of Social and Behavioral Sciences

**Jameson D. Lopez**, Assistant Professor, Educational Policy Studies & Practice, College of Education

**Laura Condon** - Assistant Professor, Hydrology and Atmospheric Sciences, College of Science

### Early Career Scholar Award

**Lindsay M. Montgomery**, Assistant Professor, School of Anthropology, College of Social and Behavioral Sciences

**Stefano Bloch**, Assistant Professor, School of Geography, Development & Environment. College of Social and Behavioral Sciences

**Jessica Brown**, Assistant Professor, Speech, Language, and Hearing Sciences, College of Science

### Regents Professors

**Steven Archer**, Professor, School of Natural Resources and the Environment, College of Agriculture and Life Sciences

**Sonia Colina**, Professor, Spanish and Portuguese, College of Humanities

**Marwan Krunz**, Professor, Electrical and Computer Engineering, College of Engineering

**Dante Lauretta**, Professor, Planetary Sciences, College of Science

**Sallie Marston**, Professor, School of Geography, Development and Environment, College of Social and Behavioral Sciences

**Ian Pepper**, Professor, Environmental Science, College of Agriculture and Life Sciences

13

Awardees

43

Nominations



### Henry and Phyllis Koffler Prize

**Vance T. Holliday**, Professor, School of Anthropology, College of Social and Behavioral Sciences

### Gerald J. Swanson Prize for Teaching Excellence

**Paul Blowers**, Distinguished Professor, Chemical and Environmental Engineering, College of Engineering

**John Pollard**, Professor of Practice, The Honors College

**Ashley Jordan**, Associate Professor of Practice, Psychology, College of Science

**Robert Stephan**, Assistant Professor, Religious Studies and Classics, College of Humanities

**Shawn Jackson**, Senior Lecturer, Physics, College of Science

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

**Tori Hidalgo**, Assistant Professor of Practice, Chemistry & Biochemistry, CS/COM-Tucson

### Provost Award for Innovations in Teaching

**Aaron Coleman**, Associate Professor, School of Art, College of Fine Arts

**Alice Min Simpkins**, Professor, Department of Emergency Medicine, College of Medicine-Tucson

**Brian Mayer**, Professor School of Sociology College of Social & Behavioral Sciences

**Jacqueline Maximillia**, Associate Professor of Practice, Department of Environmental Science, College of Agriculture and Life Sciences

11 | Awardees

13 | Nominations

### Provost's Author Support Fund

9 | Awardees

Funds were allocated to all nine applications to facilitate and further the publication of outstanding scholarly book-length manuscripts or other creative work by helping the authors through the allocation of funds for subvention required by the publisher, or special production charges associated with permissions, figures and photographs, indexing, etc.



# FACULTY REPORTS, DATA & TRANSPARENCY



The Faculty Affairs team has developed unprecedented reports that further data transparency, inform leadership, and include best practices recommendations for stakeholders involved in faculty advancement.

## **Faculty 2019-2020 Demographics and 9 Year Equity Gap Analysis Between Faculty and Students**

Describes faculty composition trends from 2019-2020, identifies equity features within higher education, and includes a nine-year equity gap representation analysis for sex (male/female) and race/ethnicity.

## **2008-2020 Strategic Priorities Faculty Initiative (SPFI) Report**

Comprehensive analysis of historical data and the data derived from the first ever survey of active faculty hired through the SPFI program.

## **Career-Track Faculty Department Heads Task Force Report**

A Career-Track Faculty Task Force comprised of Department Heads/Directors was charged by Dr. Andrea Romero, Vice Provost for Faculty Affairs to develop a list of unit-level Best Practices for career-track faculty at the University of Arizona.

## **Senate ad hoc Committee on Career Track Faculty Research Report**

The Senate ad hoc Committee on Career Track Faculty Research Report addresses opportunities to regularize and clarify the data regarding career-track faculty to better support business processes, institutional culture, and the University's core values. The report also touches on the crucial areas in which the University can improve communication about the contributions and conditions of employment of career-track faculty.

## **COVID-19 Check-In Survey Report: Faculty and Instructors**

Comprehensive analysis of data collected from 3 surveys distributed during Spring and Fall, 2020, and Spring 2021 on remote teaching. Qualitative and quantitative data were analyzed, recommendations were made, and items were developed specific to COVID-19 work experiences.

# EQUITY



The Faculty Affairs team conceptualized an Equity Ecosystem and a Faculty Career Equity Strategies scheme that considers recruitment, professional advancement, and retention to further affirming and inclusive systems for faculty advancement. Each stage offers specific actions and initiatives that cultivate faculty promotion and success in their scholarship, teaching, and service.



## Updated recruitment and hiring guidelines

Guidelines are informed by standard HR processes and policies and include equity-minded strategies and resources to reduce implicit bias, generate a diverse candidate pool, align with UArizona's Hispanic Serving Institution (HSI) designation and inclusivity goals, and develop welcoming interviews and on-campus visits.

## Required Search Committee Training Since Fall 2019

Informed by research and best practices that center equity-mindedness, training is required for search committee chairs and at least one additional member of the committee. By the end of Fall 2021, all members of the search committee will be required to complete the training which will be housed on the new learning platform, EDGE.



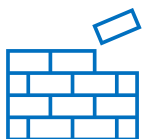
81

Training requests from across campus

800+

Views of the recorded training

## Consistent, equity-centered search committee resources, and matrices



These guidelines are designed to serve as an organizing tool for faculty search committees as they move through the process of faculty recruitment and hiring. This tool has been created with a specific focus on improving equity, rigor, and fairness, as well as reducing bias in recruitment and hiring.

# EQUITY



## 18

### Individualized meetings with deans, search committee chairs, and search committees

Meetings,  
Workshops &  
Presentations

Meetings are scheduled as requested and include integrating equity-minded strategies at specific points during searches, sharing college level faculty data, crafting job descriptions that highlight commitment to diversity and inclusion, generating plans for recruiting diverse candidate pools, and exploring SPFI opportunities.

### Aggregate tracking of candidate pool representation for all searches in partnership with HR for each search

Data captures demographics of all searches at the UArizona since February 2020 when Talent system launched.



### Faculty Spotlights

Initially recommended by **Native American Initiatives**, the Faculty Affairs team launched campus-wide faculty spotlight campaigns for National Heritage Month Celebrations in a joint effort with Faculty Affinity groups and units across campus to highlight and create awareness of the contributions of mainly early-career faculty through campus wide communications for:

- Native American Heritage Month
- Black History Month
- Asian Pacific Islander Desi American (APIDA) Heritage Month
- LGBTQ+ Pride Month
- Hispanic Heritage Month (planning stage)

### Faculty Resource Series: Centering Equity Discussions

This series provided information and engaged in discussion on the pressing needs of faculty during the time of COVID-19 and racism pandemics. These sessions were intended to build a constructive intellectual, liberative and respectful environment:

- Caretaking Resources & Discussion
- Virtual Lunch and Learns: Talking Race & Racism
- Virtual Writing Retreat
- Centering Servingness: Hispanic Serving Institution Webinar Series



# EQUITY



## Faculty Affairs Equity Website

This new site includes our equity statement, groups campus wide targeted equity resources for faculty, and hosts faculty affairs signature efforts and initiatives that affirm our commitment to equity & inclusion.

## Our Best Work Environment Strategic Plan Initiative & Speaker Series

Our Best Work Environment (OBWE) Strategic Plan Implementation Initiative held 19 Praxis workshops. Action steps were identified that could be implemented at the unit level, as well as recommendations for leaders related to community involvement, communication, and ideas. The latter to break down silos and bring the university community together. A speaker series was offered throughout 2020-2021.



## Faculty Demographic Data-Driven Conversations with Senior Leadership

The FA team generated data sets and presentations on faculty demographics, hiring, and retention with an equity focus that was publicly shared with faculty groups across campus to facilitate conversations with the UArizona Senior Leadership Team.

## 2 New Faculty Affinity Groups Launched

The University of Arizona Faculty of Chinese Heritage Association (UAFCHA) and the Sankofa Black Faculty & Staff Affinity groups were launched. The Faculty Affairs team holds monthly meetings with all current faculty affinity groups:



- Professors of Color-UA
- Institute for LGBT Studies
- UA Native Faculty
- Faculty Women of Color
- University of Arizona Faculty of Chinese Heritage Association (UAFCHA)
- Sankofa Black Faculty & Staff Affinity Group

## Action Collaborative Partner Network for Prevention of Sexual Harassment

Vice Provost Andrea Romero signed the University of Arizona Commitment Statement to join the Action Collaborative Partner Network. The commitment includes sharing information about the institutions' efforts and innovations in preventing and addressing sexual harassment. Organizational commitments to date include creating a Faculty Fellow for the Prevention of Sexual Harassment who will serve in the Office of the Provost and who will receive a stipend. Dr. Kathleen Melde has been named as the Faculty Fellow in Faculty Affairs to be the liaison with the Partner Network.



# NATIVE AMERICAN INITIATIVES



Faculty Affairs partners with the Office of Native American Initiatives whose mission is to uphold the University of Arizona's commitment to its land-grant mission and to inclusive excellence by advancing the academic aspirations of Native American students and faculty, and a tradition of service to Native Nations.

# USDA

**New  
Beginnings  
Grant**

USDA Grant supporting Native American students in STEAM (Science, Technology, Engineering, Agriculture, and Mathematics). The overall goal of this 4-year collaborative project with Diné College is to provide Tribal students with the skills, knowledge, and confidence in pursuing a degree in STEAM and eventually, to build a strong network of support as they advance in their career field.

# \$284,096

**Awarded to UArizona &  
Diné College**

## Arizona Native Nations Flag Exhibit

Native American Initiatives provided guidance on the Native Nations flag installation and unveiling ceremony. The flags are displayed in the UArizona BookStores where students and visitors can proudly view them and bring recognition to Arizona's 22 sovereign Nations.

# NATIVE AMERICAN INITIATIVES



## New Web Portal

Native American  
Advancement, Initiatives, and  
Research

In partnership with the Office of Native American Advancement & Tribal Engagement, and Native Peoples Technical Assistance Office, a web portal was launched on June 1, 2021. The portal features the exemplary work of Native American students and faculty, as well as resources for students, community members, and researchers.

## Land Acknowledgement Statement

The UArizona adopted an official land acknowledgement on June 6, 2021. Native American Initiatives helped to craft the statement after several consultation meetings with local tribal leadership and Native American faculty.

*"We respectfully acknowledge the University of Arizona is on the land and territories of Indigenous peoples. Today, Arizona is home to 22 federally recognized tribes, with Tucson being home to the O'odham and the Yaqui. Committed to diversity and inclusion, the University strives to build sustainable relationships with sovereign Native Nations and Indigenous communities through education offerings, partnerships, and community service."*

# HISPANIC SERVING INSTITUTION INITIATIVES



Faculty Affairs partners with Hispanic Serving Institution Initiatives. 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 our vibrant and increasingly diverse communities of Arizona.

## HSI | Centering Servingness Webinar Series

Sponsored by Faculty Affairs and HSI Initiatives, this year-long webinar series features the scholarship of UArizona faculty and staff, who engage in servingness efforts that honors cultures and lived experiences of Latina/o/x, Black, Indigenous, and underrepresented students, and communities.

7

Part series

16

Faculty and staff featured

~350

Total attendees

## HSI | Faculty Seed Grant Program

Fund established in Spring 2021 to support scholarly research and creative work among early career faculty which enriches the UArizona's designation as an HSI, and advances scholarship that directly impacts Latina/o/x, Black, Indigenous, and People of Color students and communities.

\$125,000

Funded by Research Innovation & Impact

7

Proposals awarded

43

Proposals received

# HISPANIC SERVING INSTITUTION INITIATIVES



## Culturally Responsive Development Institute

The Culturally Responsive Curriculum Development Institute is a week-long, summer immersion focused on training and coaching faculty and instructors towards implementation of culturally responsive practices and pedagogy into existing courses of all modalities, including distance and online learning environments.

The Institute brings together faculty and instructors from across the University to thoughtfully redesign an existing course through workshops, discussions, and pedagogical practice. Redesigned courses will account for multiple learning environments and teaching modalities including online, in-person, and hy-flex. Redesigned courses are informed by frameworks that guide practice at Hispanic Serving Institutions (HSIs).

### Funded by Higher Education Emergency Relief Fund (HSI CARES Act Funds)

22

Faculty  
Participated

11

Colleges

22

Courses Redesigned

2,278

Students served



# MENTORING



## **FDCP** | Faculty Development Communities for Promotion

The Faculty Development Communities for Promotion (FDCP) Mentoring Program is a University of Arizona institutional peer mentoring initiative launched in the Fall of 2020 focus on promotion.

The objective of this program is to prioritize guiding values of excellence, honesty, trustworthiness, and compassion to help communities of faculty discuss and navigate their professional development while on the pathway to promotion/tenure.

This program consists of creating small faculty groups and link them with one faculty mentor who has participated on promotion review committees, or faculty who belongs to the Regents and Distinguished Professors group. These communities help faculty explore their individual objectives, hopes, and aspirations as well as to reflect on their common challenges, concerns and solutions about promotion and tenure.

12

Mentoring  
Communities  
formed

44

Faculty mentees

8

Mentors trained in  
best mentoring  
practices

25

Career-track

18

Tenure-track

1

Continuing  
eligible

# HEADSNetwork



The Heads Engaged in Advancing Departmental Strategies Network (HeadsNETWORK) consists of multiple programs in support of UArizona department heads.

---

## HeadsUP



HeadsUP is an advocacy, communications, and 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.

9 | Workshops

65 | Average attendees  
per workshop

~ 580 | Total  
Attendees

## TOPICS

Preparing the University for AY21

The GenED redesign

Fall Forum: TRUST + TRADITION

UArizona Abroad

Going It Online

The BEST: Bias Prevention & Management

Data Driven Decisions

Shared Governance

Activity Informed Budgets (AIB)

# NewHEADS



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

14 | New Heads

61% | New Heads Participation

9 | Workshops

## TOPICS

- Meet your Mentor
- Triage
- Governance
- Money Tree
- The Rules
- Culture
- Assessment
- Lonely at the Top
- Wellbeing

## HeadsMENTORING

NewHEADS Mentoring provides an experienced department head to provide individual guidance and friendship for new mentors.

10 | Mentors

12 | Mentees

The purpose of HeadsUp 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

# UA VITAE



UA Vitae offers a convenient, user-friendly venue for faculty to document their achievements in research, teaching, leadership, service, and outreach. UA Vitae is meant to reduce the amount of time and effort faculty spend each year reporting on their accomplishments and increase the accuracy and consistency of their data.

---

**950,000** | Data Entries in 2020

**5,964** | Evaluations Completed

**11,557** | Scholarly Works in Completed/Accepted Status

**192,329** | UA Arizona Profiles Views

## THE FACULTY AFFAIRS TEAM



**Dr. Andrea Romero**

Vice Provost for Faculty Affairs

**Dr. Judy Marquez Kiyama**  
Associate Vice Provost for Faculty Development



**Dr. Adrián Arroyo-Pérez**

Associate Director for Faculty Affairs



**Asya Roberts**  
Executive Associate to the Vice Provost for Faculty Affairs



# FACULTY AFFAIRS PARTNERS



**Dr. Marla Franco**

Assistant Vice Provost, Hispanic Serving Institution (HSI) Initiatives



**Karen Francis-Begay**

Assistant Vice Provost for Native American Initiatives



**Robert Miller**

Executive Director, HeadsNETWORK 2020-2021 | Professor & Director, School of Architecture



**Robbie MacPherson**

Principal Enterprise Business Analyst, Information Technology



**Dr. Kathleen Melde**

UArizona Prevention of Sexual Harassment Faculty Fellow | Professor & Associate Dean of Faculty Affairs, College of Engineering