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# Academic Affairs Manual (ACD)

Effective: 1/9/2006

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## ACD 507-01: Preamble for Academic Professional Personnel Actions

### Purpose

To describe the role of academic professionals in the university

### Sources

Arizona Board of Regents Manual - 6-301  
Office of the Provost of the University

### Applicability

Academic professionals

### Policy

Academic professionals actively engage in activities that significantly support and enhance all aspects of the institution's mission. Academic professionals typically hold an advanced degree and have acquired a high level of expertise. Some academic professionals engage in classroom teaching. Generally, the position descriptions of academic professionals emphasize other responsibilities.

Because the work of academic professionals is critical to the overall mission of the university, personnel actions affecting appointment, renewal, retention, and dismissal must be clear, unambiguous, comprehensive, and applied consistently and uniformly.

The excellence of an academic professional can be measured not only by individual achievement but also by contributions to the unit's current and future mission and objectives, and the academic professional's place within the unit. The guidelines of each academic unit should provide its mission statement and objectives, as well as the academic standards of the field. Thus, personnel processes and policies governing academic professionals of necessity take into account the mission and objectives of each unit assessing the professional accomplishments of each academic professional.

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