

November 2025

Career-track Multi-Year Appointments

The University of Arizona



National trends and UA Faculty

National shift trend toward contingent faculty

- 48% of faculty in R1 universities are tenured/tenure-track (2023)
- Contingent appointments comprise the majority, ranging from 51% at R1 institutions to 83% at associate's colleges.

UA faculty breakdown

- 43.4% Tenured/tenure track and Continuing status
- 31.6% Career track faculty
- 25.0% Adjunct faculty

Colby, G. (2025). *Data snapshot: Tenure and contingency in US higher education, Fall 2023: Federal figures on nonmedical instructional faculty and graduate student employment*. American Association of University Professors.
<https://www.aaup.org/academe/issues/spring-2025/data-snapshot-tenure-and-contingency-us-higher-education-fall-2023>

ABOR Cap on Multi-Year Appointments

ABOR policy 6-201 E (11): Multi-year appointments cannot exceed 15% of the number of TT/TE faculty; amended to 30% in FY2022

With 1550 tenure-track faculty, 465 multi-year appointments can be issued in AY 25-26.

Out of 1,225 CT faculty, **536** are eligible for multi-year appointments. Instructors, clinical faculty and research professors are not eligible for multi-year appointments

Overall Increasing Multi-year Appointments since 2021

- As of October 23rd, 2025: **267 MYA**
 - ***31 more in process for a total of 298 anticipated Fall 25***
- 2024: 192
- 2023: 163
- 2022: 116
- 2021: 112

Recommendations

- Expectations that the majority of faculty at **full rank** will have multi-year contracts.
- For all colleges/units to review full rank career-track faculty for consideration of multi-year appointments.
 - Exceptions - faculty who are on fixed funds contracts, such as those reliant on external funds (e.g., grants or clinical positions).
- Deans and department heads will have discretion to allot multi-year appointments for faculty at all ranks.

QUESTIONS & DISCUSSION
