

CRITERIA FOR PROMOTION AND TENURE

College of Sciences

April 17, 2009

The criteria for promotion and tenure are specified at the department, college, and university levels. Department criteria may be more specific than those of the college or university, but must not be inconsistent with them.

Categories of Criteria for Promotion and Tenure

The college acknowledges three basic categories of activities as essential to the promotion and tenure process.

- I. Teaching. The following activities are included, as appropriate:
 - a) Classroom and online instruction
 - b) Direction of theses and dissertations
 - c) Direction of independent studies and student research projects
 - d) Field work and internship direction and supervision
 - e) Academic advising
 - f) Participation in workshops focusing on curricula, teaching, or the learning process
 - g) Program and course development
 - h) Acquisition of grants and contracts to support teaching or curricular development

- II. Research. The following activities are included, as appropriate:
 - a) Publication and presentation of research and scholarship
 - b) Publication, exhibition, and presentation of creative activity
 - c) Acquisition of grants, contracts, awards, endowments, and fellowships to support research and creative activity

- III. Service. The following activities are included, as appropriate:
 - a) Service to the department, college, and university
 - b) Professional service
 - c) Public service that uses professional expertise

Activities other than those listed in the above categories may be included by departments.

Criteria for Tenure

Tenure represents a life-long commitment to teaching, scholarship, and service. It is incumbent upon faculty to demonstrate that they have established a strong record in all three areas that will be sustained throughout their academic careers. Faculty must demonstrate commitment to and effectiveness in classroom teaching, and, as appropriate, mentoring of undergraduate and graduate students. Tenure requires a viable research program that is producing scholarly work of

quantity and quality likely to have impact within the discipline. As appropriate to the discipline, faculty should demonstrate the ability to obtain the funding necessary to establish and maintain a research program. Faculty must demonstrate appropriate service by contributing actively to the university; also valued are professional service and public service that uses professional expertise.

Criteria for Promotion

Associate Professor: Promotion to associate professor calls for substantial contributions in teaching and research, and appropriate service contributions, that will be sustained through the academic career.

Professor: To qualify for promotion to professor, faculty members must demonstrate sustained excellence in research that establishes them as nationally or internationally recognized leaders in their field, excellence in teaching, and leadership in service. As a general guideline, faculty promoted to professor should have served seven years in the rank of associate professor.

Development of Department Criteria

Each department shall develop criteria for promotion and tenure which must be reviewed and approved by the department, college, and university at least once every five years.