# Considerations for Promotion and Tenure (Rev)

## Non-Tenure Track Associate Professor (Professor)

**General**
1. 3 years or equivalent in rank
2. Serves department expectations
3. Developing (established) reputation by intramural (extramural) peer recognition
4. Scholarly achievement (sustained) in 1 of 3 areas
5. Academic achievement (sustained) in 1 of 3 areas
6. Board certification
7. Mentoring

**Teaching**
1. Effective teacher – students & faculty
2. Course or lecture series (leadership role)
3. Role model for students
4. CME
5. Supervises Masters-PhD
6. Innovation in teaching methods
7. Student guidance & counselor
8. Interdisciplinary teaching
9. Mentoring

**Research**
1. Initiative, independent, sustained
2. Publish
3. Presentations
4. Grants
5. Thesis or dissertation committees
6. Collaborative team-based research activities
7. Technology development (Patents)
8. Mentoring

**Service**
1. Staff responsibilities
2. Committees
3. Consultations
4. Grant reviewer
5. Key administrative role
6. Service to professional and lay community
7. Mentoring

## Tenure Track Associate Professor (Professor)

**General**
1. 3 years or equivalent in rank
2. Serves department expectations
3. Developing (established) reputation by intramural (extramural) peer recognition
4. Scholarly achievement (sustained) in 1 of 3 areas
5. Academic achievement (sustained) in 2 of 3 areas
6. Board certification
7. Mentoring

**Teaching**
1. Effective teacher – students & faculty
2. Course or lecture series (leadership role)
3. Role model for students
4. CME
5. Supervises Masters-PhD
6. Innovation in teaching methods
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**Research**
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## Tenure

**General**
1. Professional Competence
2. Scholarly achievement
3. Attitude – Intellectual qualities
4. Sustained superior performance
5. Predict sustained performance
6. Judge in terms of Mission of component
7. Documentation of above
8. Documentation of peer support
9. Document value of individual to institution
10. Mentoring

**Emeritus**
1. Outstanding leadership and distinction in field recognized by senior faculty both in the US and abroad
2. Originality, independence, leadership, and continuing productivity in investigative, teaching or scholarly activity.
3. Ability to develop in students scholarly curiosity, thinking, and productivity relative to candidate’s field of study.
4. Excellence as an academic role model for students and faculty; mentoring.
5. Consistent contributions as a faculty member in the operation, development, and/or improvement of the department and/or school.