

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 credentials-school expectation
- 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). **Emerging (established) national, (international) reputation**
- 4). **Scholarly achievement (sustained) in 2 of 3 areas**
- 5). Academic credentials-school expectation
- 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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SERVICE

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- 7). Mentoring

TENURE

- 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
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- #### 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.