II.D. TENURE AND PROMOTION RULES AND PROCEDURES

Departments of English, Humanities, Psychology and Sociology, and Social Sciences

(Approved by the College of Liberal Arts faculty December 5, 2003; effective September 1, 2004; October 2006; April 2012; January 2013)

Every new faculty member will be given a copy of these personnel rules and procedures, together with the relevant University Rules, Procedures, and Statements during their first regular semester of employment by the appropriate department chair, who will explain and discuss them. Tenure and/or promotion are granted only by the affirmative action of the Board of Regents upon recommendation of the President.

Tenure means the entitlement of a faculty member to continue in an appointed academic position unless dismissed for good cause (See University Rule 12.01.99.C2 [Tenure]). System Policy 12.01 (Academic Freedom, Responsibility, and Tenure) identifies the conditions or circumstances that will constitute cause for dismissal of a faculty member.

A faculty member with tenure may request a half or three-quarter time appointment for a fixed period of time. If such request is approved, the faculty member’s tenure status will not be forfeited.

II.D.1. Eligibility

II.D.1.1. Eligibility for Promotion to Assistant Professor

1. Academic Preparation
Holds the earned doctorate or equivalent terminal degree; is in the final stages of a doctoral dissertation, or terminal degree project; or holds the Masters degree with at least five years of teaching experience or work experience in an area closely related to teaching field.

In most cases, the promotion to assistant professor will occur when the candidate has completed the terminal degree in the academic discipline.

2. Experience
Has some part-time or full-time teaching experience or related professional/work experience.

II.D.1.2. Eligibility for Promotion to Associate Professor

1. Academic Preparation
Holds the earned doctorate or the equivalent terminal degree; or holds an advanced degree in combination with appropriate certification and professional work experience.

1 In the event of a conflict with these rules and procedures, University Rules take precedence.
2. Experience
Has at least five years experience in full-time university teaching, which includes three years in the rank of Assistant Professor. Related professional experience may in rare cases substitute.

II.D.1.3. Eligibility for Promotion to Professor

1. Academic Preparation
Holds the earned doctorate or equivalent terminal degree appropriate to the teaching area.

2. Experience
Has at least ten years in full-time university teaching including five years in the rank of Associate Professor. Related professional experience may in rare cases substitute.

II.D.1.4. Eligibility for Tenure

To be eligible to receive tenure, a faculty member must be an employee of Texas A&M University-Corpus Christi, must have the terminal degree in his/her academic discipline or a related discipline, and should hold the academic rank of assistant professor, associate professor or professor. Members of the faculty whose appointments are temporary, part-time or clearly short-term, e.g., lecturers, visiting professors of any rank or graduate students serving as teaching assistants, are not entitled to tenure and consequently will not be subject to the provisions of this document. Beginning with appointment to the rank of full-time assistant professor or a higher rank, the probationary period for a faculty member shall not exceed seven years of full-time service at Texas A&M University-Corpus Christi. Up to three years of appropriate full-time service at other institutions may be included as a portion of the probationary period if agreed to in writing at the time of initial appointment.

Normally, a faculty member comes under tenure consideration during the sixth year of service at Texas A&M University-Corpus Christi. Faculty members who believe their teaching, scholarship, and service record merits early tenure may apply during the fifth year of service at the University. See University Rule 12.01.99.C2.1.5 (“Tenure; Application for Early Tenure”).

II.D.2. Consideration for Promotion and Tenure

Faculty members will request that they be considered for promotion and/or tenure during the academic year in which they believe the appropriate education, experience, teaching, scholarship/creative activity, and service standards will be met. Those seeking promotion to Professor should be aware of University Procedure 12.01.99.C1.01.2.5 (“Promotion; University Standards for Promotion”), which requires unsuccessful applicants for promotion to this rank to wait three years before applying once again.
Before the end of the spring semester prior to the promotion and tenure review, the dean shall notify candidates of their status. The dean will also hold a meeting to review timelines, processes, and portfolio expectations. To be considered for promotion and/or tenure, the candidate must send a letter to the College Dean by July 15 of the academic year in which the faculty member desires consideration. The College Dean must certify that the appropriate education and experience standards have been met, and must respond to the faculty member in writing within two weeks. Should the Dean fail to certify that appropriate education and experience standards have been met, the faculty member has the right to appeal the case to the Provost/Vice President for Academic Affairs, who shall respond to the faculty member in writing within two weeks. Inadvertent omissions from eligibility lists may be corrected without appeal. Promotion and tenure shall be consistent with provisions for equal employment opportunity. Candidates must submit their supplemental files to the Dean’s office by August 31. The appropriate Department Chair shall then be responsible for making these files available to reviewing faculty.

Candidates for promotion and/or tenure will organize materials into an evaluative portfolio by the established deadline, as outlined in University Rule 12.01.99.C2.5 (“Tenure; Documentation for Tenure Review”). Portfolios must consist of no more than one 4-inch binder or electronic equivalent. In assembling their evaluative portfolio, candidates should focus on demonstrating quality. It must include, in the following order:

Section I. A letter from the department chair, noting the nature of the appointment (percent teaching, scholarship and/or creative activity, service – including semi-administrative and administrative duties) and any changes in those duties over time.

Section II. An executive summary (2 pages maximum) that clearly illustrates how the candidate’s qualifications meet each of the requirements described in University Rule 12.01.99.C2.2.4 (“Tenure”) and Faculty Handbook Section 2.1.3 (“Descriptions of Teaching, Scholarship, and Service” [University Rule 12.01.99.C1.04]): teaching, scholarship and/or creative activity, and service. Candidates are reminded that quality, impact, and significance of accomplishments are of primary importance.

Section III. A current *curriculum vitae*.

Section IV. Copies of annual or other evaluations from the department, chair, dean, and provost for the time period under review, as well as any faculty responses. This tab should be created by the faculty member and the documents will be inserted by the dean’s office.

Section V. Evidence of excellence in teaching.
1. A statement of teaching philosophy and growth (2 pages maximum) discussing improvements, innovations, and changes initiated during the period under review.
2. An account of teaching assignments and teaching loads, by semester, during the period under review.
3. Student evaluations, peer review of teaching effectiveness, sample course syllabi, and other documentation regarding teaching, such as summaries of teaching innovations, handouts, new course development, samples of student work, and other activities relating to teaching effectiveness and teaching quality. Please note that the tab for student evaluations should be created by the faculty member and the student evaluations will be inserted by the dean’s office.

Section VI. Evidence of excellence in scholarly and/or creative contributions.
1. A statement explaining contributions and success in these areas (2 pages maximum).
2. Documentation demonstrating excellence and contributions to scholarly and/or creative activities.
3. Any external letters of evaluation, if required by department or disciplinary criteria, should be solicited from reviews at peer or aspirational institutions who are clear leaders in their field as described by college guidelines.

Section VII. Evidence of excellence in service.
1. A statement explaining leadership and service contributions (2 pages maximum).
2. Documentation demonstrating excellence and leadership in service.

Section VIII. Other documentation as required by department or disciplinary criteria, as well as that which the candidate wishes to provide.

The dean’s office shall be responsible for reconciling differences between college practices and university policies concerning placement of course evaluations in the candidate’s evaluative portfolio.

Each department, in consultation with the College Promotion and Tenure Committee, shall be responsible for formulating and distributing guidelines that assist faculty members in documenting their activities in their evaluative portfolios. Understanding that the tenure and/or promotion process provides for review by individuals outside of the candidate’s field of expertise, candidates should make every effort to provide context and explanations relating to their documentation and evidence of excellence suitable for non-specialists.

II. D.3. Department Review Process

1. As per University Rule 12.01.99.C2.6 (“Tenure/Department Review Process”), for the purposes of tenure and promotion the CLA shall consist of the following departmental promotion and tenure review units: English; Humanities; Psychology and Sociology; and Social Sciences.
a. For tenure and promotion to assistant and associate professor, each of these units shall consist of all tenured faculty in the department. For the purposes of promotion to full professor, each unit shall consist of all full professors in the department.

b. In every case, each departmental unit shall have at least three members. In the event there are fewer than three members, additional members shall be nominated by the tenured and tenure-track department faculty and approved by the dean.

c. By a vote of all tenured and tenure-track faculty, each department shall adopt guidelines for determining the eligibility of tenured faculty who currently hold administrative or other responsibilities outside of the department to participate in this process.

2. Within the first week of each fall semester, the dean (or designee) shall convene a meeting of each departmental promotion and tenure review unit, at which time the dean and department chair shall review college and university tenure and promotion policies. The faculty will also elect a full professor to chair this committee.

3. The chair of each Department Promotion and Tenure Review Committee shall call subsequent meetings, allowing for at least five (5) working days of written notice. The dean (or designee) and department chair may not be present during any of these subsequent meetings.

4. Before October 10, each Department Promotion and Tenure Review Committee shall hold a final meeting to hold tenure and/or promotion votes. Voting for each candidate shall be done by secret ballot; representatives to the College Promotion and Tenure Review Committee shall not vote, but may attend meetings. By a simple majority of those voting, the committee shall recommend to grant or to deny promotion and/or tenure. Decisions must be based upon the written measures of the discipline and department (if applicable), the college, and the university. Eligible faculty members who cannot attend this meeting may send their sealed absentee vote to the committee chair. In no more than 250 words, the committee shall document the vote count and explain the results of the review to the department chair. All members of the committee shall sign this report.

5. After receiving this report, the department chair is encouraged to consult with the committee regarding its recommendation. The department chair shall develop a written recommendation to grant or deny promotion and/or tenure. Decisions must be based upon the written measures of the discipline and department (if applicable), the college, and the university.

6. The department chair will meet with the candidate and review the recommendations (written and numerical) of the Department Promotion and Tenure Review Committee and the chair.

7. Within two business days of this meeting, the candidate will submit a response of no more than 2 pages to the recommendations of the Department Tenure and Promotion Review Committee and the department chair. This response shall indicate concurrence or non-concurrence with the recommendations.

8. The recommendations of the Promotion and Tenure Review Committee and the department chair, along with the candidate’s written response, shall be added to the evaluative portfolio and forwarded to the dean. This process must be completed by October 31.
II. D.4. College Review Process

1. Within the first week of November, the dean shall call a meeting of the College Promotion and Tenure Committee (for the composition and formation of this committee, see College Rule I.B. Standing Committee Structure). At this meeting, the dean shall review college and university tenure policies and the committee shall elect a chair. All faculty members seeking promotion and/or tenure shall be reviewed. The dean shall make available to all committee members the evaluative portfolios submitted by candidates for promotion and/or tenure.

2. The College Promotion and Tenure Review Committee shall hold subsequent meetings, allowing for at least five (5) working days of written notice. The dean (or designee) and department chair may not be present during any of these subsequent meetings.

3. No later than December 1, the College Promotion and Tenure Review Committee shall hold a final meeting to hold tenure and/or promotion votes. Voting for each tenure and/or promotion candidate shall be done by secret ballot; by a simple majority of those voting, the committee shall recommend to grant or to deny promotion and/or tenure. Decisions must be based upon the written measures of the discipline and department (if applicable), the college, and the university. In no more than 250 words, the committee shall document the vote count and explain the results of the review to the dean. All members of the committee shall sign this report.

4. After receiving the recommendations from the department committee, the chair, and the college committee, the dean shall write an individual recommendation for each candidate to grant or deny tenure and/or promotion. The dean is encouraged to consult with the committees, the department chair, and the candidate regarding the recommendations. The recommendation to approve or deny tenure and/or promotion must be based upon the written measures of the discipline and department (if applicable), the college, and the university.

5. The dean will meet with the faculty member to review with the candidate the results of each level of recommendation (including the dean’s). The committee’s letter and the dean’s recommendation shall be added to the evaluative portfolio and forwarded to the Office of Academic Affairs.

II.D.5. Candidate Withdrawal from Tenure and/or Promotion Consideration

As per University Rule 12.01.99.C2 (“Tenure, Candidate Withdrawal from Tenure Consideration”), a candidate may withdraw from consideration at any time prior to the forwarding of the recommendations to the provost for review by the University Promotion and Tenure Committee. This request must be made in writing, signed, and dated to the dean. In the event a candidate requests withdrawal from the tenure review process, the faculty member will be offered a contract for one additional year following the term or semester in which the notice is received and will not be subsequently renewed.
II.D.6. Recommendation to the University and the A&M System Board of Regents

The completed evaluative portfolios for all candidates for promotion and/or tenure shall be forwarded to the provost. Following University Rule 12.01.99.C2.8 (“Tenure; University Review Process”), the candidates will then be reviewed by the University Promotion and Tenure Committee, the provost, and the president, who shall submit his or her recommendation to the Board of Regents. No faculty member shall be promoted and/or tenured without the approval of the A&M System Board of Regents.

II.D.7. Standards for Promotion and Tenure

Promotion and/or tenure shall be based upon demonstration of progressive effectiveness in teaching, scholarly/creative activities, and service as these activities relate to the candidate’s overall effectiveness as a university professor. Faculty members are to take the initiative in promoting their own growth in each of these areas. Faculty members progressing from one rank to the next are expected to demonstrate levels of achievement consistent with the increased expectations of their new rank. Faculty must also fulfill faculty responsibilities, as described in University Rule 12.01.99.C1.03. Department Promotion and Tenure Review Committee, department chairs, the College Promotion and Tenure Committee, and the dean will place heaviest emphasis on achievements accomplished between the promotion sought and the last received.

Areas of primary emphasis or activity may be selected with due regard to department needs, with the written approval of the faculty member’s department chair, and in the light of requirements for promotion/tenure and professional development as cited herein. However, designation of a primary academic development or activity does not except the faculty member from any requirements in teaching or in scholarly/creative activity. Only in the area of service may basic requirements be lowered in recognition of sustained exceptional performance in teaching or scholarly/creative activity, and even then, such lowered requirements do not relieve the faculty member from all participation in service activities. If service requirements were lowered at any time during the period under consideration, it is the faculty member’s responsibility to call this approved reduction to the attention of those reviewing the candidacy.

Those reviewing applications for promotion and/or tenure shall apply the following standards and requirements for evidence in a manner consistent with those widely accepted for the development of faculty in the candidate’s discipline. For university definitions, see Faculty Handbook Section 2.1.3 (“Descriptions of Teaching, Scholarship, and Service” [University Statement 12.01.99.C1.04]).

II.D.7.1. Teaching

The CLA is committed to teaching and the instructional process, which remain its highest priority. Therefore, teaching effectiveness must count at least half of the total possible weight in
consideration for promotion in all ranks. Teaching includes Knowledge in the Teaching Field, Quality in Teaching, and Academic Advisement and Career Counseling. Teaching encompasses instructional activity as well as those professional development activities aimed at making one a better teacher or at enhancing one’s expertise in a teaching subject area. Examples of professional development include engaging in the peer review process (discussions with fellow faculty, mentoring, videotaping classes, mid-semester assessments, syllabi swaps, classroom visits, etc.), preparing teaching and/or course portfolios, attending conferences, institutes, and/or workshops directed toward teaching or toward maintaining one’s professional accreditation, and undertaking reading programs or creative activities to stay current in one’s field. The goal of these activities is to improve teaching by gathering information and providing feedback on teaching and by increasing knowledge in one’s field. Recognizing that no single instrument can reliably measure teaching effectiveness, those reviewing the candidacy will conscientiously examine a teacher's content and pedagogy from various perspectives such as student evaluation, peer evaluation, and self-evaluation. Candidates are responsible for supplying sufficient materials for that examination. If the materials are not sufficient, the reviewing body may request that candidates provide further information or documentation. The following statements represent some, but not necessarily all, of the indices used to measure these three perspectives.

a. Self-evaluation
In a written statement of no more than two pages, candidates shall assess their teaching effectiveness, addressing any considerations they think relevant. Candidates are invited to comment on any evidence related to their teaching effectiveness, including student evaluations and peer comments. Additional material evidence to support the self-evaluation of teaching should accompany this statement. These items may include, but are not restricted to, syllabi, handouts, development of instructional websites, examples of student work, videotapes of classroom teaching, student scores on standardized achievement tests, any record of student accomplishments outside the University in areas related to instruction, and any evidence of activities to improve knowledge in the discipline or skills as a teacher (conferences, classes, peer assistance, or special reading programs).

b. Student Evaluation
Student evaluation forms, comprised of a section for numerical ratings and a section for written comments, are to be administered to every class. The General Information section of the student ratings becomes part of the teacher's permanent file and is to be carefully interpreted by all those involved in the promotion and/or tenure process. In assessing student input, those reviewing the candidate will take into account circumstances that might influence student opinion, such as the difficulty of course materials and assignments, grade distribution, level of course, whether the course is part of the core curriculum or required by the College, and class sizes. The breadth of academic non-teaching responsibilities will also be taken into account when reviewing and assessing student evaluations.

c. Peer Review

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2 If teaching comprises less than half of a faculty member's assigned workload, the weight will be adjusted proportionately.
Peer review allows a supplementary way of providing support for establishing a faculty member’s teaching effectiveness, as well as the depth and currency of their knowledge. As such, candidates for promotion and/or tenure are required to secure written peer review(s) of their teaching, and must submit evidence of such review(s) as part of their evaluative portfolio. They may accomplish this through team-teaching, by soliciting classroom visits, and by providing course materials to colleagues for their review. Candidates are expected to take the initiative in making colleagues’ input as educated as possible, and should consult with their department chair, members of the College Promotion and Tenure Committee, or fellow disciplinary faculty in selecting appropriate reviewers.

II.D.7.2. Scholarly/Creative Activity

In a written statement of no more than two pages, candidates shall describe their scholarship, addressing any considerations they think relevant. Candidates are responsible for providing documented evidence that the products of any scholarly/creative activity have met the standards below, and must ensure that those reviewing the file can clearly discern a pattern of engagement in such activity during the period under consideration. Candidates should take particular care to demonstrate the quality of their scholarly/creative activities.

Scholarly/creative activity consists of academic work (productivity which can be documented in the form of research, writing, speaking, artistic production or performance, or in some other appropriate form) that results in expanding the body of knowledge and understanding of the candidate’s academic field. Candidates must demonstrate why any such scholarly/creative activity that falls outside their discipline should merit consideration. Scholarly/creative activity may be achieved singly or in collaboration with others. Such work must result in some clear, externally peer reviewed or peer selected product, and must have involved work that is non-routine, novel, creative, imaginative, ingenious, or original (though not necessarily all of these). It should occur in addition to one’s normal teaching assignment.

Scholarly/creative activity includes academic work (as defined above) in any of three separate, yet interconnected forms: Discovery and Creation, Integration and Teaching, and Application.

a. Discovery and Creation
The scholarship of discovery and creation involves the search for new knowledge in the discipline and for a richer understanding of the academic field. Products of the scholarship of discovery and creation must be externally peer reviewed or selected, and candidates are reminded that the quality of such activities must be demonstrated. A non-exhaustive list of activities includes the following:

1. publications;
2. manuscripts submitted for publication;
3. work in progress;
4. oral convention presentations (e.g. panelist, respondent -- a substantive presentation, not just moderator of panel);
5. art exhibitions;
6. music compositions, performances, and conducting;
7. theatrical performance, direction, design, scripts, and script adaptations;
8. public exhibition of films, tapes directed or produced or otherwise created.

b. Integration and Teaching
The scholarship of integration and teaching emphasizes fitting one’s own research or creative activities, or the similar work of others, into larger intellectual patterns for an external audience. It involves making connections across the disciplines, placing the discipline in a larger context, illuminating data or concepts in a revealing way, and evaluating new pedagogical approaches. Such materials must be externally reviewed or selected, and candidates are reminded that the quality of such activities must be demonstrated. In addition to the more traditional forums for scholarship, such as academic writing, a non-exhaustive list of productivity includes the following:

1. textbooks or parts of textbooks;
2. published writing that makes one’s field accessible to a wider audience, e.g. editorials or articles in popular press;
3. interdisciplinary achievements that advance pedagogy in a manner appropriate to the institutional mission;
4. other instructional materials that advance pedagogy in a manner appropriate to one’s discipline and/or the institutional mission.

c. Application
The scholarship of application brings learning and knowledge to bear upon the solution of practical problems. Such scholarship, which must be externally reviewed or selected, flows directly from one’s professional expertise and would result in a publication, presentation, or other tangible product amenable to peer review. Typically, such work should be for groups outside the institution or beyond normal classroom responsibilities. Candidates are reminded that the quality of such activities must be demonstrated. A non-exhaustive list of activities that relate directly to the intellectual work of the faculty member includes the following:

1. consultation;
2. technical assistance;
3. policy analysis;
4. external program evaluation;
5. applied or clinical research and assessment and treatment of clinical cases;
6. grant writing;
7. clinics or workshops (presentations, master classes, etc.).

The quality of scholarly/creative activities must be demonstrable in the judgment of the reviewing body. Types of documentation appropriate to substantiating quality in scholarly/creative activity include, but are not limited to:

1. recorded recognition by colleagues and professional peers;
2. publishing in refereed and recognized professional journals and presses;
3. invited publications, performances or exhibitions;
4. reviews of performances, books, exhibitions, compositions, applied research;
5. successful grant applications which clearly relate to scholarly/creative activities (as described above);
6. awards based on professional expertise.

If sufficient documentation is not available to assist the reviewing body in assessing the quality of scholarly/creative activities, then outside experts in the candidate’s field may be consulted. These outside experts will be selected only after previous consultation with the candidate and appropriate disciplinary faculty.

II.D.7.3. Service

In a written statement of no more than two pages, candidate shall describe their service, addressing any considerations they think relevant. Service encompasses a variety of professionally related activities through which members of the faculty employ their academic expertise for the benefit of the University, the community, and the profession. Candidates should also take note of University definitions of service, as reflected in Faculty Handbook Section 2.1.3.4.2 (“Service”) [University Statement 12.01.99.C1.04]), which reads:

As a comprehensive urban university located on the South Texas Gulf coast, Texas A&M University-Corpus Christi also encourages community service in areas related to coastal and urban issues. It also recognizes the emerging role of the institution in business and industrial development, work force development, and community, educational, and social development. For the purposes of evaluation, however, activities must relate to one's academic field or else be clearly approved by the university.

A. University and College Service

In the area of service, the College and University place primary emphasis on service to the University and its mission. A faculty member provides service to the University through active participation and leadership in Department/Discipline, College and University activities. Examples of these activities include, but are not limited to:

1. service as an elected Senator or appointment to a University council or committee;
2. service as an elected or appointed member of a College or Department/Discipline committee;
3. internal program evaluation;
4. completion of a special project for the University, College, or Department/Discipline;
5. lead author/editor of a major curriculum addition or revision;
6. service on a board, council or committee outside the University by appointment as the University's or College's representative;
7. completion of an institutional research project;
8. grant writing for institutional development;
9. student recruitment;
10. other service to the Department/Discipline.
B. Professional Service
The University and the College encourage professional service in support of the institution’s mission. These activities must relate to one’s academic field or else be clearly approved by the University. Examples of these activities include, but are not limited to:

1. officer or board member of a professional organization;
2. conference organizer;
3. editor of journal or newsletter;
4. moderator of panel at academic conference;
5. committee membership for a professional association;
6. peer review of professional papers, manuscripts, performances, exhibitions, and presentations.

C. Community Service
The University and the College also encourage community service in support of the institution’s mission. These activities must relate to one’s academic field or else be clearly approved by the University. Examples of these activities include, but are not limited to:

1. serving as an officer or board member of a community organization;
2. giving volunteer assistance to a community organization or project through provision of advice, grant writing, or other application of one's professional expertise;
3. conducting workshops, giving talks or demonstrations locally (may be creative or even expand knowledge, but usually there is no academic peer review to substantiate it);
4. serving on a committee for a local professional association or community organization;
5. judging local competitions;
6. visiting local schools in some professional capacity.

The above definitions and measures will be used in interpreting expectations for each faculty rank as described in the sections on promotion from one rank to another.

II.D.8. Criteria for Promotion

II.D.8.1. Instructor to Assistant Professor

In presenting the list of eligible candidates for promotion to assistant professor, the Dean certifies compliance with the standards of Academic Preparation and Experience (see II.D.1.1). Reviewing bodies will assess the candidate in the three primary areas of Teaching, Scholarly/Creative Activities, and Service, using the definitions, explanations, and examples described in II.D.7.1 (Teaching), II.D.7.2 (Scholarly/Creative Activity), and II.D.7.3 (Service).

1. Teaching [see also II.D.7.1]
   A. Knowledge in the Teaching Field
   Has knowledge of the field and substantial knowledge/experience in one or more parts of the field. Demonstrates expanded knowledge in the teaching specialty and is developing
the expertise needed to teach undergraduate courses and, if applicable to the discipline at
this University, graduate courses, by participating in appropriate professional
development activities.

B. Quality in Teaching
Must be shown to be a satisfactory teacher. At this level at least part of the judgment of
satisfactory teaching may be based on potential. The candidate must: a) demonstrate
through self evaluation satisfactory progress in development of effective instructional
strategies and techniques and substantial attempts made to become a more proficient
teacher; b) show satisfactory levels of student evaluation with most courses showing
average course ratings at the “good” (4.0) level or higher; and c) provide written peer
input regarding teaching potential, development, quality and effectiveness.

C. Academic Advisement and Career Counseling
Understands University and College degree requirements and other matters related to
academic advisement as well as requirements for graduate study and professional entry
into the field. Actively participates in academic advisement and career counseling.

2. Scholarly/Creative Activities [see also II.D.7.2]
The candidate will engage in scholarly or creative activities beyond instructional
assignments. It is the candidate’s responsibility to demonstrate the quality of this record.
Such activities must be related to the candidate’s discipline.

3. Service [see also II.D.7.3]
It is expected that instructors may begin to participate in service to the College and
University through committees, councils, and special projects. Participation in
professional and community service will also be seen as positive insofar as they relate to
the candidate’s academic discipline or serve the University’s mission. These, however,
are not seen as a requirement at this level.

II.D.8.2. Assistant Professor to Associate Professor

In presenting the list of eligible candidates for promotion to associate professor, the Dean
certifies compliance with the standards of Academic Preparation and Experience (see II.D.1.2).
Reviewing bodies will assess the candidate in the three primary areas of Teaching,
Scholarly/Creative Activities, and Service, using the definitions, explanations, and examples
described in II.D.7.1 (Teaching), II.D.7.2 (Scholarly/Creative Activity), and II.D.7.3 (Service).

1. Teaching [see also II.D.7.1]
   A. Knowledge in the Teaching Field
      Has a broad knowledge of the field and an in-depth knowledge in one or more parts of
      the field.

   B. Quality in Teaching
Must be shown to be a teacher of proven quality. The faculty member has, in the judgment of those reviewing the candidacy, the ability, experience, and expertise to teach undergraduate courses and, if applicable to the discipline at this University, graduate courses. The candidate must: a) through self-evaluation demonstrate the development and application of effective instructional strategies and techniques; b) show high levels of student satisfaction with average course ratings consistently at or above the “good” (4.0) standard; and c) provide written peer input that addresses teaching quality and effectiveness.

C. Academic Advisement and Career Counseling
Is thoroughly familiar with degree requirements in the discipline, and is experienced in academic advisement and career counseling. Serves as a mentor for students desiring advanced degrees and career entry.

2. Scholarly/Creative Activities [see also II.D.7.2]
The candidate will have demonstrated a pattern of engagement and productivity in scholarly/creative activities. A pattern assumes a consistent, on-going set of acts, behaviors, or other observable evidence of scholarly/creative productivity. The College places greater value on quality than quantity; thus, the number of completed, peer-evaluated products will vary according to the nature of projects undertaken and the candidate’s discipline. However, a well-defined pattern of productivity must be clearly documented in the faculty member’s annual activity reports, vita, and evaluative portfolio. Such documentation must include several activities consistent with those described in II.D.6.2. It is the candidate’s responsibility to demonstrate the quality of this record. The University considers scholarly/creative activity to be particularly necessary for those teaching at the graduate level.

3. Service [see also II.D.7.3]
Has demonstrated a record of responsible and effective service to the College and the University by serving on committees and/or engaging in special projects. Should also have participated in professional and/or community service through activities related to the candidate’s discipline or by serving the University mission.

II.D.8.3. Associate Professor to Professor
Candidates seeking promotion to full professor are reminded of University Procedure 12.01.99.C1.01.2.5 (“Promotion; University Standards for Promotion”), which requires unsuccessful applicants for promotion to this rank to wait three years before applying once again.

In presenting the list of eligible candidates for promotion to professor, the Dean certifies compliance with the standards of Academic Preparation and Experience (see II.D.1.3). Reviewing bodies will assess each candidate in the three primary areas of Teaching, Scholarly/Creative Activities, and Service, using the definitions, explanations, and examples described in II.D.7.1 (Teaching), II.D.7.2 (Scholarly/Creative Activity), and II.D.7.3 (Service).
1. Teaching [see also II.D.7.1]
   A. Knowledge in the Teaching Field
   Has a broad knowledge of the teaching field and has developed expertise in one or more
   parts of that field. Has continued demonstration of interest in improving pedagogical
   skills.

   B. Quality in Teaching
   Must have demonstrated, in the judgment of those reviewing candidate’s application,
   maturity and skill in teaching and a proven record of teaching excellence. Will also have
   assumed leadership in curricular development and issues related to teaching improvement
   in the discipline. The candidate must: a) through self-evaluation demonstrate the
   effectiveness of instructional strategies and techniques as well as any role in curricular
   development and teaching improvement in the discipline; b) show high levels of student
   satisfaction with average course ratings consistently at or above the “good” (4.0)
   standard; and c) provide written peer input that addresses teaching quality and
   effectiveness and the quality of their leadership in curricular development and
   disciplinary teaching improvements.

   C. Academic Advisement and Career Counseling
   Is thoroughly familiar with University and College degree requirements and other matters
   related to academic advisement, career development and opportunities, and placement,
   and is a recognized and accepted teacher and adviser to colleagues in this area.

2. Scholarly/Creative Activities [see also II.7.6.2]
   The candidate will have a continued pattern of recognized achievements in
   scholarly/creative activities by professional peers. A pattern assumes a consistent, on-
   going set of acts, behaviors, or other observable evidence of scholarly/creative
   productivity. The College places greater value on quality than quantity; thus, the number
   of completed, peer-evaluated products will vary according to the nature of projects
   undertaken and the candidate’s discipline. These achievements, and the continued
   pattern of productivity and engagement that have made them possible, must be clearly
   demonstrated and documented in the faculty member’s annual activity reports, vita, and
   supplemental files. Such documentation must include several matters consistent with the
   activities listed in II.D.7.2. It is the candidate’s responsibility to demonstrate the quality
   of this record. The University considers scholarly/creative activity to be particularly
   necessary for those teaching at the graduate level.

3. Service [see also II.D.7.3]
   Candidates to full professor must demonstrate their leadership in service to the
   University, the profession, or, when appropriate to the field or the University’s mission,
   the community. Examples of such leadership include, but are not limited to:

   a. recorded recognition of colleagues and professional peers;
   b. election to posts of leadership by colleagues or professional peers;
   c. selection to serve on significant community, state or national boards and
      commissions;
d. recorded recognition of significant professional achievement;

e. public recognition of professionally related community leadership;

f. leadership resulting in the successful implementation of curriculum development.

II.D.9. Criteria for Tenure

The criteria for tenure are equivalent to those listed for promotion to associate professor (II.D.8.2, above), except that to be considered for the award of tenure one must hold the terminal degree.