

ACADEMIC RANK AND STANDARDS OF ACHIEVEMENT
From New Faculty Retention & Promotion Policy – Current Criteria

Assistant Professor (for Annual Reappointment and Retention). An earned doctorate or other appropriate terminal degree or its equivalent from an accredited institution in an appropriate field of study, or completion of all requirements for the doctorate in an accredited institution except for the dissertation, is required. For persons hired after January 1, 1986 who do not hold the appropriate terminal degree or its equivalent, no reappointment shall be made to the fifth year unless the Board of Trustees of the University determines that for rare and exceptional reasons reappointment is necessary to support the mission of the University. The standards of rank for an assistant professor require annual evidence of effective teaching, scholarship/creative activity, and service appropriate to the mission of the department, college, and institution. Assistant professors are expected to demonstrate growth in these three areas and evidence reflective action on their performance.

Associate Professor (for Tenure with Promotion). An earned doctorate or other appropriate terminal degree from an accredited institution in an appropriate field of study and six years of professional experience are required. Candidates for associate professor are expected to demonstrate sustained instructional quality, a record of scholarship/creative activity and/or grant activity at any one or more of - local, regional, national, or international levels, and engagement in service within the department, and if possible also within the College or the university with increasing levels of responsibility. Service to the community and/or the profession is also valued. Candidates are expected to have demonstrated growth in these three areas and evidence reflective action on their performance.

Professor (for Promotion). An earned doctorate or other appropriate terminal degree from an accredited institution in an appropriate field of study and ten years of professional experience is required. Candidates for professor are expected to demonstrate sustained instructional quality as well as instructional leadership, defined as evidence of teaching mentorship of others or any other activity in support of teaching excellence at the University. With respect to scholarship/creative activity and service, candidates have two options. They should demonstrate excellence in one area and effectiveness in the other. These can be demonstrated either in scholarship/creative activity or in service. Excellence in scholarship/creative activity requires sustained and/or extensive contribution at any one or more of regional, national or international levels. Grant productivity and/or grant-writing can also be weighed as evidence of excellence in scholarship/creative activity. Effectiveness in scholarship/creative activity requires evidence of contribution at the regional or national or international levels. Excellence in service requires sustained contribution through major initiatives or leadership roles at the university. Effectiveness in service requires ongoing contribution through service at the university. Service within the community and/or to the profession is also valued.