

APPENDIX B: SAMPLE OF DEPARTMENT CRITERIA FOR PROMOTION AND TENURE BY RANK

Note: Candidates for tenure only must also meet criteria for rank at which tenure is sought.

| | Associate Professor | Professor |
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| Teaching | Contributes to department's teaching load. Receives positive student evaluations. Contributes to development of department's academic program evidenced by contributions to course syllabi. Receives favorable peer teaching evaluations from senior colleagues. Participates in student advising, including service on graduate students' thesis or dissertation committees. | Exercises leadership in department's teaching load. Receives recognition as a teacher through awards or other documentation. Exercises leadership in department's academic program development as evidenced by experience in originating or revising courses as documented in course syllabi. Receives positive student and peer teaching evaluations. Outstanding record of student advising, including service as chair of graduate students' thesis or dissertation committees. |
| Research, Scholarly/Creative Activity | Engages in quality original research/scholarly activity as evidenced by publication record. Establishes the promise of sustained scholarly activity in one or more areas. Provides evidence of recognition at regional and national levels. Contributes to grants and contract activities. Involves graduate students in collaborative research and scholarly activities. | Demonstrates record as a productive scholar through continuing publication activity over a period of years. Establishes a clear and coherent line of inquiry. Provides evidence of recognition at national and international levels. Exercises leadership in seeking outside funding for research through grants and contracts. Exercises students in collaborative research and scholarly activities. |
| Service/Outreach | Contributes to department committees. Contributes to profession through service to professional organizations and/or professional journals. Contributes to local or state policy by sharing expertise. | Exercises leadership in department through service as committee chairperson and/or outstanding and continued service to department committees. Contributes to college and university committees. Contributes to profession through outstanding and continued service to professional organizations and/or professional journals, providing evidence of national and international impact. |