

CRITERIA FOR PROMOTION AND TENURE

Tenure-Earning and Tenured Faculty
College of Sciences
April 7, 2021

The criteria for promotion and tenure are specified at the department/school, college, and university levels. Department/School criteria may be more specific than those of the college or university, but cannot be inconsistent with them.

Categories of Criteria for Promotion and Tenure

The college acknowledges three basic categories of activities as essential to the promotion and tenure process.

- I. **Teaching.** Faculty must demonstrate commitment to and effectiveness in classroom teaching, and, as appropriate, mentoring of undergraduate and graduate students. Excellence in teaching may be demonstrated by, but is not limited to the following activities:
 - a) Classroom and online instruction
 - b) Course design and opportunities provided for students to learn.
 - c) Effectiveness of course delivery (e.g., contextualized student perception of instruction (SPI) scores) and evidence of student learning.
 - d) Direction and membership of thesis, dissertation, and qualifying/candidacy exam committees
 - e) Direction of independent studies and student research projects
 - f) Field work and internship direction and supervision
 - g) Academic advising
 - h) Participation/leadership in workshops focusing on curricula, teaching, or the learning process
 - i) Program and course development
 - j) Proposal submission and acquisition of grants and contracts to support teaching, curricular development, or educational experiences
- II. **Scholarly Research and Creative Activities.** Faculty must demonstrate a viable research/creative program that is producing scholarly or creative work of quantity and quality that has an impact within the discipline. As appropriate to the discipline, faculty should demonstrate the ability to obtain the funding necessary to establish and maintain a research/creative program. Excellence in research and creative activities may be demonstrated by, but is not limited to the following activities:
 - a) Publication and presentation of research and scholarship in professional forums
 - b) Discipline-specific evidence of significant research, scholarly, and creative activities
 - c) Public scholarship and science communication beyond traditional conferences and presentations

- d) Publication, exhibition, and presentation of creative activity
- e) Proposal submission and acquisition of grants, contracts, awards, endowments, patents, and/or fellowships to support research and creative activities

III. **Service.** Faculty must demonstrate appropriate service by contributing actively to the university; also valued are professional service and public service that uses professional expertise. Service may be demonstrated by, but is not limited to the following activities:

- a) Service to the department/school, college, and university
- b) Service to the profession
- c) Service to the community at the local, state, regional, national, and international levels
- d) Public service that uses professional expertise

Criteria for Tenure

Tenure represents a mutual career-long commitment between the university and the faculty member. It is incumbent upon faculty to demonstrate that they have established a strong record in teaching, research, and service, as outlined above, that will be sustained throughout their academic careers.

Criteria for Promotion

Associate Professor: Promotion to associate professor necessitates substantial contributions in teaching and research/creative activities, and appropriate service contributions, that will be sustained through the academic career.

Professor: To qualify for promotion to professor, faculty members must demonstrate sustained excellence in research/creative activities that establishes national and/or international recognition, excellence in teaching, and leadership in service.