

## University Guidelines and Criteria

TENURE TRACK FACULTY	TEACHING FACULTY
	<p>Teaching faculty are significant members of the university who are critical department members broadly engaged in an academic program's curriculum, evolution, and impact. Teaching faculty need to demonstrate effectiveness in teaching/librarianship, <del>and a record of scholarship in teaching/creative activities (in any of the various forms*)</del>, and service. Although there is no research expectation for teaching faculty, the teaching faculty member's appropriate mix and extent of responsibilities is defined within their department by a role statement.</p>
<p>1. A terminal degree in a field appropriate to the discipline in which the candidate teaches or conducts <b>research</b>, scholarship, or creative activities is normally required for appointment or promotion to the rank of assistant professor, associate professor or professor. Exceptions to this guideline will require careful documentation based upon an adequate rationale.</p>	<p>1. A terminal degree in a field appropriate to the discipline <b>in which the candidate teaches is normally required for appointment or promotion for the following advancement levels:</b> <del>teaching</del>-assistant <del>teaching</del> professor, <del>teaching</del>-associate <del>teaching</del> professor, and teaching professor; and, <del>clinical</del>-assistant <del>clinical</del> professor, <del>clinical</del>-associate <del>clinical</del> professor, and clinical professor. Candidates may be hired to the following <b>levels</b> in the absence of a terminal degree: <u>assistant</u> educator, associate educator, and senior educator. Exceptions to this guideline will require careful documentation based upon an adequate rationale.</p>
<p>2. Under normal circumstances, a faculty member should not expect to be considered for promotion with less than six years in rank.</p>	<p>2. Under normal circumstances, a faculty member should not expect to be considered for promotion with less than six years in advancement levels. <b>For each level of promotion, successively higher levels of achievement are expected.</b></p>
<p>3. The standards for teaching, librarianship, scholarship, and service for each rank are indicated below. The relative significance of teaching; librarianship; <b>research</b>, scholarship, or creative activities; and service may vary from case to case. Consideration, in context of the candidate's entire career, will be given to teaching, librarianship, <b>research</b>, scholarship, creative activities, and the service conducted while the candidate has been employed at the University.</p>	<p>The standards for teaching, <del>librarianship</del>, <del>scholarship in teaching/creative activities</del>, and service for each <del>rank level</del> are indicated below. The relative significance of teaching, <del>librarianship</del>, <del>scholarship in teaching/creative activities</del>, and service may vary from case to case. Consideration, in context of the candidate's entire career, will be given to teaching, <del>librarianship</del>, <del>scholarship in teaching/creative activities</del>, and the service conducted while the candidate has been employed at the University.</p>

Assistant Professor: Evidence is normally expected of the following: (1) demonstrated adequacy in teaching/librarianship; (2) potential for achievement in research, scholarship, or creative activity; and (3) some University service appropriate to the mission of the department and college/school/University Libraries.	Teaching Assistant Professor/Clinical Assistant Professor/Assistant Educator: Evidence is normally expected of the following: (1) demonstrated adequacy in teaching/librarianship; and (2) potential for achievement in scholarship in teaching/creative activity; and (3) some University service appropriate to the mission of the department and college/school/University Libraries
Associate Professor: Evidence is normally expected of the following: (1) documented effectiveness of teaching/librarianship; (2) a record of research, scholarship, or creative activities which has earned recognition in professional circles at the regional or national level; and (3) some professional or University service.	Teaching Associate Professor/Clinical Associate Professor/Associate Educator: Evidence is normally expected of the following: (1) documented effectiveness of teaching/librarianship; and (2) (2) a record of scholarship in teaching/creative activities which has earned recognition in professional circles at the local, state, regional or national level; and (3) some professional or University service.
Professor: Evidence is normally expected of the following: (1) sustained effectiveness in teaching/librarianship; (2) a record of substantial accomplishment in research, scholarship, or creative activities which has led to recognition in professional circles at the national level; and (3) demonstrated academic leadership in the form of service to the University and the profession.	Teaching Professor/Clinical Professor/Senior Educator: Evidence is normally expected of the following: (1) sustained effectiveness in teaching/librarianship; and (2) a record of substantial accomplishment in scholarship in teaching/creative activities which has led to recognition in professional circles at the state, regional, or national level; and (3) demonstrated academic leadership in the form of service to the University and the profession.