

POLICY MEMORANDUM

No. II-10

Qualifications for Professorial Academic Ranks

The objectives of this Policy Memorandum are to establish uniform, campus-wide minimum qualifications for appointment to and promotion to full-time professorial academic ranks.* It is to be understood that fulfillment of these minimum professional qualifications does not automatically qualify one for appointment or promotion. These guidelines are intended as general guidelines and not as rigid rules.

I. Guidelines for Appointment to Professorial Rank:

A. Minimum Professional Qualifications as indicated for appropriate rank:

1. Assistant professor: Appropriate doctorate or the degree of education considered to be the terminal degree of the discipline and demonstrable promise of excellent teaching and research/scholarship abilities.
2. Associate professor: Assistant professor qualifications and a superior record in teaching and research/scholarship.
3. Professor: Associate professor qualifications and a developing national reputation in teaching or research/scholarship.

II. Guidelines for Promotion: These guidelines are intended to convey in general terms the expectations in faculty development and the requirements for promotion.

All faculty members are expected to be involved in a reasonable level of service to the department and institution through committees and other service activities.

* In this policy memorandum, teaching and research undertaken through the University's Academic Extension Division are to be given the same consideration as equivalent on-campus teaching and research efforts.

- A. Associate professor: Promotion to the associate professor rank is based upon demonstrated performance and potential: a critical evaluation of teaching effectiveness and professional growth should be made at this point.

The following are considerations for promotion to associate professor:

1. Have the personal qualities, intellectual interests, and the academic competence required for effective teaching and effective research/scholarship.
2. Possess the enthusiasm and the capacity to motivate students.

3. Have demonstrated the capacity for independent creative thinking.
4. Have indicated both the willingness and capability to participate as a respected colleague in deliberations concerning the department and the University.
5. Be recognized as an effective teacher as demonstrated by student and peer evaluation, awards and honors, course and curriculum development activities.
6. Be recognized as an effective researcher/scholar as demonstrated by publication of significant research results, securing of research support, scholarly presentations or publications of pedagogical nature and/or publication of textbooks, transfer of new technology, and/or other scholarly creative attainments recognized in the field through external evaluation by professional peers.
7. Be recognized by colleagues and peers as making significant contributions to departmental and institutional goals.

Promotion to the rank of associate professor will normally be considered during the sixth year of service as assistant professor.

- B. Professor: Promotion to the rank of professor is intended to recognize status as a mature, excellent, and thoroughly productive scholar and teacher. Promotion to this rank requires that the quality of the individual's work be recognized by professional peers.

The following are considerations for promotion to professor.

1. Satisfy criteria for promotion to associate professor.
2. Have a national reputation in teaching or research as demonstrated by a documented record and external evaluation by professional peers.

EFFECTIVE DATE: Immediately

RESPONSIBILITY: Department Chairs and Provost

BASIS: Chancellor (upon the recommendation of the Faculty Senate)

John F. Carney III
Chancellor