

B Minimum Expectations for Faculty Ranks

Once appointed to a rank, the faculty member is expected to teach as well as possible, build up a productive record of research or creative work, and engage actively in activities that serve the University and the larger community.

1. Instructor
 - 1.1. Must demonstrate teaching competence
 - 1.2. Must show understanding of disciplinary content by handling at least two different courses while an Instructor
 - 1.3. Must enroll in an appropriate graduate program from a reputable institution (recognized by the University) and must finish the program within the period prescribed by the University
 - 1.4. Must produce graduate work of acceptable quality; evidence of promise must be present
 - 1.5. Must be involved in department activities such as faculty meetings, committee and registration/advising work
 - 1.6. Must possess academic integrity and professional ethics
2. Assistant Professor
 - 2.1. Must have at least an MA/MS degree and must have started PhD studies (or equivalent terminal degree) and finished the program within the period prescribed by the University
 - 2.2. Quality of work in graduate studies must be above average; capacity to sustain intellectual growth must be evident
 - 2.3. Must maintain better than satisfactory teaching evaluation based on student and/or faculty peer feedback, teaching portfolio (see annex), and other evidence
 - 2.4. Must engage in research or creative work at least as member of a research or creative project team
 - 2.5. Must publish or produce creative work of the quality and quantity necessary to satisfy the standards for tenure and promotion and in the required capacity (as lead author or co-author or co-creator of creative work)