

- 2.6. Must show commitment to the department, College, and University by continued participation in unit activities
- 2.7. Must participate in extension activities
- 3 Associate Professor
 - 3.1. Must have a PhD or equivalent terminal degree¹¹
 - 3.2. Must maintain excellent teaching record
 - 3.3. Must sustain intellectual productivity by continued publication in reputable refereed academic or literary venues or the equivalent creative work in the visual and performing arts
 - 3.4. Must be actively involved in thesis/dissertation advising
 - 3.5. Must mentor younger faculty in both teaching and research
 - 3.6. Must develop a culture of research not only by advising graduate students and mentoring younger faculty, but also by bringing them into research projects and helping them publish
 - 3.7. Must demonstrate commitment to the University by membership and participation in department/College/University committees when and where possible
 - 3.8. Must actively engage in extension work
- 4 Professor
 - 4.1. Must have a PhD or equivalent terminal degree
 - 4.2. Must maintain excellent teaching record, as evidenced by innovative approaches to teaching the discipline and a generally accepted reputation for stimulating student interest in learning
 - 4.3. Must maintain an active publishing career or the equivalent measure of creative output in the arts; must strive for peak research or creative output

¹¹ In exceptional cases, the expectation of a PhD for the ranks of Associate and full Professor may be substituted by a superior record of publicly available scholarly or creative work.