

II. MINIMUM QUALIFICATIONS AND EXPECTATIONS FOR FACULTY RANKS

Two sets of criteria are described in this section: the minimum qualifications for hiring faculty at a certain rank, and the minimum expectations of faculty who hold such rank. The document is therefore addressed to new recruits and tenured faculty alike. Early on in their academic careers, faculty members ought to know what is expected of them so that they can prepare for the added responsibilities that come with higher rank. Tenured faculty members are likewise expected to meet these standards and serve as role models to tenure-track faculty.

The expectations described here suggest the stature that comes with rank, a stature earned by solid academic labor as judged by peers. In addition to the expectations of a particular rank, all expectations of the previous ranks must be met. The expectations thus serve as a guide to career development.

A. Minimum Qualifications for Initial Appointment

The following are the minimum qualifications according to faculty rank. All candidates for original appointment shall possess desirable academic, collegial, and professional qualities such as academic integrity, professional ethics, dedicated service to the unit and the University, and commitment to academic excellence.

1. Instructor
 - 1.1. Appropriate undergraduate degree and good scholastic record
 - 1.2. Intellectual competence to teach introductory courses
 - 1.3. Good teaching potential as manifested by sample lectures or teaching demonstration
 - 1.4. Motivation to undertake graduate courses and potential for success in graduate studies
2. Assistant Professor
 - 1.1. Appropriate MS/MA degree or equivalent degree
 - 1.2. Competence in teaching, as evidenced by student evaluation and other parameters given in table 1 (section 1, E6), or very good teaching potential as manifested by

sample lectures or teaching demonstration in the case of candidates for original appointment to this rank

- 2.3. Ability to undertake research or creative work in visual and performing arts of credible quality, preferably with at least one research publication as sole or lead author in reputable refereed journal/book or the equivalent in literary, visual, and performing arts
 - 2.4. Active participation in department activities, and, when possible, College or University activities
- 3 Associate Professor
- 1.1. Appropriate PhD or equivalent terminal degree¹⁰
 - 1.2. Better than satisfactory teaching performance
 - 1.3. Demonstration of high level of competence in research or creative work, with at least several research publications in reputable refereed journals/books or the equivalent output in literary, visual, and performing arts
 - 1.4. Ability to supervise research or direct creative work or performance
 - 1.5. Active participation in department, College, and University activities and extension work
- 4 Full Professor
- 1.1. Appropriate PhD or equivalent terminal degree
 - 1.2. Outstanding teaching performance
 - 1.3. Highly productive and sustained publication record or equivalent creative output that is recognized by peers both within and outside the University as significant contributions to the advancement of knowledge
 - 1.4. Active participation in department, College, and University affairs and extension work
 - 1.5. Demonstration of the highest standards of professional excellence, academic integrity, collegiality, and service to the University

¹⁰ In exceptional cases, the doctoral degree for Associate and full Professor ranks may be substituted by a record of publicly available scholarly or creative work judged by peers to be of superior quality.