

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)

- 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.

- 4.4. Must develop a culture of excellence in teaching, research, and service by being a role model and mentor, and by prodding the unit to continuously strive for higher levels of achievement
- 4.5. Must exercise leadership in the profession and bring honor to the University
- 4.6. Must maintain active involvement in department/College/ University committees and activities
- 4.7. Must take active part in extension work or perform well as an administrator