

Performance	Desired Quality and Attributes	Sources of Evidence
Research	<ul style="list-style-type: none"> • <i>Commitment to original research or creative work that will lead to sustained contributions over time and to growth in scholarly and professional stature</i> • <i>Acceptable quality and quantity of published or creative work, in terms of the minimum standards and those set by the discipline</i> 	<ul style="list-style-type: none"> • <i>Critical peer evaluation using standards of the discipline</i> • <i>Papers read in conferences; invited participation in scholarly conferences</i> • <i>Creative work or research projects (ongoing and completed), including patent, software, and other technological developments</i> • <i>Refereed publications (journal article, book, or book chapter) or equivalent artistic presentation, exhibits, or performances in visual and performing arts</i> • <i>Research grants (if any)</i> • <i>Membership or leadership in professional organization</i> • <i>Award and achievements in the discipline (if any)</i>
Service	<ul style="list-style-type: none"> • <i>Activities that enhance the academic life of the University, improve the quality of life of society, or promote the general welfare of the University, community, or nation at large</i> 	<ul style="list-style-type: none"> • <i>Committee work, participation in department/college/ University activities</i> • <i>Extension report</i> • <i>Feedback from beneficiaries or partners</i> • <i>Public service award (if any)</i>

In general, units that offer only graduate programs must have more rigorous requirements than purely undergraduate units.

Units may impose higher requirements provided these are approved by the College, the Chancellor, the President, and the Board of Regents. [1017th BOR meeting, Dec. 8, 1988] Units are,

however, advised to put their procedures and requirements in writing so as to guide tenure-track and tenured faculty alike, ensure that policies are followed, minimize conflict, and facilitate the review and improvement of policies and processes.

*[For details on tenure-track positions, non-tenure track positions and evidence of merit, and evaluation process for renewal, refer to pages 5-14 of *Shaping our Institutional Future: A Statement on Faculty Tenure, Rank and Promotion, UP System Manual Series 2, OVPAA, 2004*]*

The criteria for tenure set by the University ensure that each faculty satisfactorily performs his/her teaching duties as well as contribute to the pool of knowledge in his/her chosen field or discipline. The inextricable link between teaching and research/creative work/extension, which is an essential requirement for faculty promotion, must also be reflected in the grant of tenure.

[Refer also to Section 1.2 Other Terms and Conditions of Appointment, of this Chapter]

The following includes additional information on appointment (bold, italicized portions of Section 5.3.2 c) and tenure (bold, italicized portions of Section 5.3.2 e). These supersede Section 5.3.2 *Assistant Professors* on pages 65-66 of Faculty Manual 2003.

5.3.2 Assistant Professors

- a. No person without a graduate or professional degree shall be initially appointed to the rank of Assistant Professor.
- b. The initial appointment in the University to the rank of Assistant Professor shall be temporary in character, renewable every year for a period not exceeding three (3) years.
- c. *A faculty member with a Ph.D. from a reputable university accepted as a lateral entrant shall be given the minimum rank of Assistant Professor 3. Higher rank shall be given for additional achievements such as good prior experience in teaching and scholarly publications or the equivalent in creative work.[118th BOR meeting, July 22, 2004]*