

Rank Matrix: Management

Rank	Mastery of Subject Matter 1, 2, 3		Effectiveness in Teaching	Scholarly Ability	Effectiveness of University Service	Continuing Growth
	Preferred	Acceptable				
Instructor	ABD in the Field.	Masters in the field and ABD in other acceptable terminal degree field. (example, D.B.A., Ed.D.)	Satisfactory performance in teaching	Potential	Potential	Potential
Assistant Professor	PhD in the field.	Masters in the field and other acceptable terminal degree (example, D.B.A., Ed.D, J.D.)	More than satisfactory performance in teaching from evidentiary based events such as dean/chair review of classroom.	Developing. Participation in relevant academies of management activities. Participates in the curricula process	Positive and proactive involvement in department activities including by not limited to committees, projects, academic advising, assessment, student retention and recruitment. Beginning to contribute at the college wide level.	Remaining current in field through course work, attendance at appropriate meetings and seminars.
Continuing Appointment	PhD in the field.	Masters in the field and other acceptable terminal degree (example, D.B.A., Ed.D, J.D.)	Should exhibit a mastery of more diverse methodologies, an ability to teach a broader range of courses, and a greater adaptability to meeting diverse student needs. Excellent classroom performance	Participation in professional meetings and organizations. Serves on panels at professional meetings. Some contributions to appropriate publications would serve as additional evidence.	Strong presence at departmental level as well as solid service at the college level. Showing solid signs of leadership on and in service areas. Becoming well-known to faculty and administrators outside the department through meetings, committees and projects.	Remaining current in field through course work, attendance at appropriate meetings and seminars. Membership in professional organizations.

Rank Matrix: Management

Associate Professor (Continuing Appointment Required)	PhD in the field.	Masters in the field and other acceptable terminal degree (example, D.B.A., Ed.D, J.D.)	Should exhibit a mastery of more diverse methodologies, an ability to teach a broader range of courses, and a greater adaptability to meeting diverse student needs. Excellent classroom performance. Capable of peer mentoring new faculty	Contributes to field by participating in professional speaking opportunities, serves on panels and makes some contributions to appropriate publications. Being awarded grants would serve as additional evidence.	Record of solid service and effective leadership at the departmental and college level. Well-known to faculty and administrators outside the department through meetings, committees and projects.	Remaining current in field through course work, attendance at appropriate meetings and seminars. Membership and activity in professional organizations. Increase in responsibility in administrative duties, such as department chair.
Professor	PhD in the field.	Masters in the field and other acceptable terminal degree (example, D.B.A., Ed.D, J.D.)	Demonstrate significant mastery of teaching. Capable of utilizing full range of instructional methodologies, be able to teach the broadest possible range of courses and be capable of responding with skill and self-assurance to the full spectrum of students'	Solid record of contributions to field by articles in professional journals and presentations at professional meetings. Successful completion of sponsored research in field would serve as additional evidence.	Clear evidence of sustained and outstanding leadership at departmental and college levels in areas of service. Evidence of service to SUNY at a university wide level would serve as additional evidence.	Leadership roles in professional organizations. Leadership roles that extend campus or university wide.

Rank Matrix: Management

			educational needs. Classroom performance excellent in all categories. Capable of mentoring new faculty			
The Lecturer position is renewable for up to three years. It is not a rank that is considered on a track for continuing appointment.						
Lecturer	Masters in the field.	Masters in relevant field with at least 18 graduate credits in the field.	Satisfactory review	Potential	Potential	Potential

1. All earned degrees must be from a regionally accredited institution. International degrees will be evaluated on a case by case basis.
2. To the extent that the minimum qualifications listed in this tenure and promotion matrix differ from those listed in the Personnel Handbook regarding promotion, reappointment, or tenure, whichever source establishes the more rigorous criteria shall apply.
3. To the extent that an individual letter of initial appointment establishes a more rigorous set of criteria regarding promotion, reappointment, or tenure than those listed in the Personnel Handbook or this tenure and promotion matrix, the initial letter of appointment shall apply.