

Rank Matrix: CIS and IT

| Rank | Mastery of Subject Matter ^{1, 2, 3} | | Effectiveness of Teaching | Scholarly Ability | Effectiveness of University Service | Continuing Growth |
|------------------------|--|---|---|--|--|--|
| | Preferred | Acceptable | | | | |
| Instructor | ABD in related field | Master's Degree in relevant field | Satisfactory performance in teaching | Potential | Potential | Potential |
| Assistant Professor | PhD in related field | Masters in the field and other acceptable terminal degree (example, Ed.D) | Effective performance in teaching. Evidence of curriculum development (e.g. revisions of existing courses/ programs, or creation of new courses/programs | Dissertation AND/OR Beginning to contribute to field. | Positive and proactive involvement in department activities including but 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 coursework, professional activities, attendance at appropriate meetings, and seminars. |
| Continuing Appointment | PhD in related field | Masters in the field and other acceptable terminal degree (example, Ed.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. | Some contributions in field in some of the following: Contributions to Publications Exhibitions Installations Workshops Productions | Effective services at the departmental level including, but not limited to, committees, academic advising, assessment, student retention and recruitment, classroom resource development, student club advising and campus improvement Beginning to contribute at the college wide level. | Remaining current in field through coursework, attendance at appropriate meetings, professional activities and seminars. Membership in professional organizations. |

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| | | | | <p>Conferences</p> <p>Interactive Media</p> <p>Participation in professional meetings and organizations would serve as additional evidence</p> | | |
| Associate Professor (Continuing Appointment Required) | PhD in related field | Masters in the field and other acceptable terminal degree (example, Ed.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. | <p>Some contributions in field in some of the following:</p> <p>Contributions to Publications</p> <p>Exhibitions</p> <p>Installations</p> <p>Workshops</p> <p>Productions</p> <p>Conferences</p> <p>Interactive Media</p> <p>Participation in</p> | Effective services at the departmental level including, but not limited to, committees, academic advising, assessment, student retention and recruitment, classroom resource development, student club advising and campus improvement Beginning to contribute at the college wide level. | Remaining current in field through coursework, professional activities, attendance at appropriate meetings and seminars. Membership and activity in professional organizations. |

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| | | | | professional speaking opportunities, professional panels, professional organizations or receiving grants would serve as additional evidence | | |
| Professor | PhD in related field | Masters in the field and other acceptable terminal degree (example, Ed.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' educational | Solid record of contributions to field by some of the following: articles in professional journals presentations at professional meetings exhibitions, installations productions conference | 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. |

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| | | | needs. Classroom performance excellent in all categories. Capable of mentoring new faculty. | presentations workshops Interactive med etc., Successful completion of sponsored research in field would serve as additional evidence. | | |
| 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 Field | Masters in relevant field with at least 18 graduate credits in the field. | Satisfactory performance in teaching | Lecturers are welcome to participate, but are not required to. | Lecturers are welcome to participate, but are not required to. | Lecturers are welcome to participate, but are not required to. |

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.