

## Rank Matrix: Criminal Justice

Rank	Mastery of Subject Matter 1, 2, 3		Effectiveness in Teaching	Scholarly Ability	Effectiveness of University Service	Continuing Growth
	Preferred	Acceptable				
Instructor	ABD in field of criminal justice	Masters in the criminal justice field and ABD in relevant field.	Good potential	Good potential	Good potential	Good potential
Assistant Professor	PhD in field of criminal justice	Masters in the field and acceptable terminal degree (example, Ed.D) or Masters in Forensic Science with IAI certification or A JD and a member of a state bar.	Prior college level teaching experience with demonstrated potential for growth.	Beginning to contribute to field. (Examples include but are not limited to dissertation, certification in field, conference participation.)	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 through various activities. (Examples may include but not be limited to serving on search committees or faculty governance committees.)	Remaining current in field through coursework, attendance at appropriate meetings, and seminars.
Continuing Appointment	PhD in field of criminal justice	Masters in the field and other acceptable terminal degree (example, Ed.D) or Masters in Forensic Science with IAI	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.	Evidence of participation in professional organizations, or contribution to publications in the field or presentation at	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	Remaining current in field through coursework, attendance at appropriate meetings/seminars, and active engagement in

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		certification or A JD and a member of a state bar.		professional meeting or specialization in the field. May be involved in grant writing.	to faculty and administrators outside the department through meetings, committees and projects.	clinical practice. Membership in professional organizations.
Associate Professor (Continuing Appointment Required)	PhD in field of criminal justice	Masters in the field and other acceptable terminal degree (example, Ed.D) or Masters in Forensic Science with IAI certification or A JD and a member of a state bar.	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 at professional meetings, and/or 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 (Examples may include but not be limited to chair of search committees or faculty governance committees, department chair, program director, curriculum coordinator). Positive and proactive among faculty and administrators outside the department through meetings, committees and projects.	Remaining current in field through coursework, attendance at appropriate meetings and seminars. Membership and activity in professional organizations. Increase in responsibility in administrative duties.
Professor	PhD in field of criminal justice	Masters in the field and other acceptable terminal degree (example, Ed.D)	Demonstrated significant mastery of teaching. Utilizes varied instructional methodologies/pedagogies, teach the broadest possible	Solid record of contributions to field by articles in professional journals and/or	Clear evidence of solid, sustained service and effective leadership at the departmental and college level (Examples	Leadership roles in professional organizations or leadership roles that extend campus or

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		Masters in Forensic Science with IAI certification  A JD and a member of a state bar.	range of courses while meeting department needs, and respond with skill and self-assurance to the full spectrum of students' educational needs. Excellent classroom performance. Successfully completed a mentoring opportunity with new faculty.	presentations at professional meetings. Successful completion of research in field would serve as additional evidence. Being awarded grants would serve as additional evidence.	may include but not be limited to chair of search committees or faculty governance committees, department chair, program director, curriculum coordinator). Evidence of service to SUNY at a university-wide level would serve as additional evidence.	university wide.
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 criminal justice field	Masters in relevant field with at least 18 graduate credits in the field.	Good potential	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.