

Rank Matrix: Early Childhood

Rank	Mastery of Subject Matter 1, 2, 3		Effectiveness in Teaching	Scholarly Ability	Effectiveness of University Service	Continuing Growth
	<i>Minimum Degree/License Combinations</i>	<i>Minimum Experience</i>	<i>Teaching Requirements</i>	<i>Research Requirements</i>	<i>Service to Institution and Community</i>	<i>Service to Profession</i>
Instructor	MST or MEd in Early Childhood or child study discipline	Teaching Experience in ECE and Dept. of Ed. Certification or State OCFS Trainer, Lead Teacher, or Director II credential	Satisfactory performance in teaching	Potential	Potential	Potential
Assistant Professor	MST or MEd and/or PhD* or EdD* in Early Childhood or child study discipline *ABD considered	4+ years Higher Ed. Teaching Experience and 5+ years ECE Classroom Teaching Experience	Commendable teaching. Evidence of utilization of various teaching methodologies to meet student learning outcomes. Evidence of curriculum development, course assessment.	Evidence of contributions to the field through professional presentations, workshops, seminars in field of specialization. Evidence of publications and contributions [articles] in discipline specific journals, magazines, newsletters, etc. Participation in professional	Active engagement and on-going involvement in department, school, and university initiatives, including, but not limited to committees, faculty governance, projects, advising, assessment, student recruitment and retention,	Current in field through coursework, attendance at appropriate conferences, workshops, seminars. Professional memberships in discipline specific organizations.

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				development, meetings, and organizations.	Beginning to contribute in college-wide service. Active civic engagement in community service initiatives relevant to ECE field.	
Continuing Appointment	MST or MEd w/ 18 post graduate credits in ECE or child study or PhD* or EdD* in Early Childhood or child study discipline *ABD considered	8+ years Higher Ed. Teaching Experience and 5+ years ECE Classroom Teaching Experience and/or Child Care Industry Experience	Outstanding teaching. Evidence and mastery of various teaching methodologies to meet student learning outcomes. Ability to instruct a broad range of courses. Evidence of excellence in classroom teaching. Evidence of curriculum and course	Dissertation complete. Evidence of advanced contributions to the field through professional presentations, speaking, workshops, seminars in field of specialization. Evidence of publications and contributions [articles] in discipline specific journals, magazines,	Strong presence at departmental level and solid service at the college level. Potential for leadership in service areas. Service extends beyond department and school. Well-versed in areas outside of discipline specific service initiatives. Continued engagement in department,	Current in field through coursework, attendance at appropriate conferences, workshops, seminars. Professional memberships in discipline specific organizations.

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			development and course/student assessment.	newsletters, etc. Grant writing Participation in professional development, meetings, and organizations.	school, and university initiatives, including, but not limited to committees, faculty governance, projects, advising, assessment, student recruitment and retention, contributions in college-wide service. Active civic engagement in community service initiatives relevant to ECE field. Membership on discipline specific boards and organizations in community and profession.	

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Associate Professor (Continuing Appointment Required)	PhD or EdD in Early Childhood or child study discipline	8+ years Higher Ed. Teaching Experience and 5+ years ECE Classroom Teaching Experience and/or Child Care Industry Experience	Outstanding teaching. Evidence and mastery of various teaching methodologies to meet student learning outcomes. Ability to instruct a broad range of courses. Evidence of excellence in classroom teaching. Evidence of curriculum and course development and course/student assessment. Capable of mentoring new faculty and sharing best practices to the campus community.	Dissertation complete. Evidence of advanced contributions to the field through professional presentations, speaking, workshops, seminars in field of specialization. Evidence of publications and contributions [articles] in discipline specific journals, magazines, newsletters, etc. Grant writing Participation in professional development, meetings, and organizations	Record of solid service and effective leadership at departmental level and college level. Service extends beyond department and school. Well-versed in areas outside of discipline specific service initiatives. Active engagement department, school, and university initiatives, including, but not limited to committees, faculty governance, projects, advising, assessment, student recruitment and retention, contributions in college-wide	Current in field through coursework, attendance at appropriate conferences, workshops, seminars. Professional memberships, activity, and leadership role in discipline specific organizations and associations. Increase in administrative duties, such as department chair or chair of college-wide initiative [ex. accreditation].
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					<p>service.</p> <p>Active civic engagement in community service initiatives relevant to ECE field.</p> <p>Membership on discipline specific boards and organizations in community and profession.</p>	
Professor	PhD or EdD in Early Childhood or child study discipline	10+ years Higher Ed. Teaching Experience and 5+ years ECE Classroom Teaching Experience and/or Child Care Industry Experience	<p>Exemplary teaching.</p> <p>Evidence and mastery of teaching methodologies to meet student learning outcomes.</p> <p>Ability to instruct a broader range of courses.</p> <p>Evidence of excellence in classroom teaching.</p> <p>Evidence of curriculum and course development and course/student</p>	<p>Evidence of advanced contributions to the field and higher education.</p> <p>Solid record of professional presentations at conferences, workshops, and seminars in field of specialization.</p> <p>Evidence of publications and contributions [articles] in discipline specific journals, magazines, newsletters, etc.</p> <p>Grant writing.</p>	<p>Record and evidence of sustained and outstanding service, contributions, and leadership at departmental level, college level and the SUNY-wide system.</p> <p>Service extends beyond department and school. Well-versed in areas outside of discipline specific service initiatives.</p> <p>Active engagement</p>	<p>Current in field through coursework, attendance at appropriate conferences, workshops, seminars.</p> <p>Professional memberships, activity, and active leadership role in discipline specific organizations and associations.</p> <p>Leadership roles on college campus or system-wide.</p>

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			assessment. Peer mentor/advisor to faculty. Shares best practices with campus community and externally [seminars, workshops, conferences, guest lectures].	Participation in professional development, meetings, and organizations Outstanding record of professional contributions.	department, school, and university initiatives, including, but not limited to committees, faculty governance, projects, advising, assessment, student recruitment and retention, contributions in college-wide service. Active civic engagement in community service initiatives relevant to ECE field. Leadership role on discipline specific boards and organizations in community and professional associations.	
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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	MST or MEd in Early Childhood or relevant discipline	Teaching Experience in ECE, Dept. of Ed. Certification or OCFS credential	Satisfactory performance in teaching.	On-going professional development as required by specific credential and/or license	Participation encouraged, not required.	Participation encouraged, not required.

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.