Rank	Mastery of Subject	Matter 1, 2, 3	Effectiveness in Teaching	Scholarly Ability	Effectiveness of University Service	Continuing Growth
	Minimum Degree/License Combinations	Minimum Experience	Teaching Requirements	Research Requirements	Service to Institution and Community	Service to Profession
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.

Rank	Mastery of Subject	Matter 1, 2, 3	Effectiveness in Teaching	Scholarly Ability	Effectiveness of University Service	Continuing Growth
	Minimum Degree/License Combinations	Minimum Experience	Teaching Requirements	Research Requirements	Service to Institution and Community	Service to Profession
				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. Wellversed 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.

Rank	Mastery of Subjec	t Matter 1, 2, 3	Effectiveness in Teaching	Scholarly Ability	Effectiveness of University Service Service to Institution and Community	Continuing Growth Service to Profession
	Minimum Degree/License Combinations	Minimum Experience	J	Research Requirements		
			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.	

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

Professor	PhD or EdD	10+ years	Exemplary	Evidence of	service. Active civic engagement in community service initiatives relevant to ECE field. Membership on discipline specific boards and organizations in community and profession. Record and	Current in field
	in Early Childhood or child study discipline	Higher Ed. Teaching Experience and 5+ years ECE Classroom Teaching Experience and/or Child Care Industry Experience	teaching. Evidence and mastery of teaching methodologies to meet student learning outcomes. Ability to instruct a broader range of courses. Evidence of excellence in classroom teaching. Evidence of curriculum and course development and course/student	advanced contributions to the field and higher education. Solid record of professional presentations at conferences, workshops, and seminars in field of specialization. Evidence of publications and contributions [articles] in discipline specific journals, magazines, newsletters, etc. Grant writing.	evidence of sustained and outstanding service, contributions, and leadership at departmental level, college level and the SUNY- wide system. Service extends beyond department and school. Well- versed in areas outside of discipline specific service initiatives. Active engagement	through coursework, attendance at appropriate conferences, workshops, seminars. Professional memberships, activity, and active leadership role in discipline specific organizations and associations. Leadership roles on college campus or system-wide.

accoccment	Darticipation in	denartment
assessment.	Participation in	department,
Peer	professional	school, and
mentor/advisor to	development,	university
faculty.	meetings, and	initiatives,
Shares best	organizations	including, but not
practices with	Outstanding	limited to
campus	record of	committees,
community and	professional	faculty
externally	contributions.	governance,
[seminars,		projects, advising,
workshops,		assessment,
conferences,		student
guest lectures].		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.

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 Teaching Satisfactory On-going Participation Participation							
	in Early Childhood	Experience in ECE,	performance in	professional	encouraged, not	encouraged, not		
	or	Dept. of Ed.	teaching.	development as	required.	required.		
	relevant discipline	Certification		required by				
		or		specific credential				
		OCFS credential		and/or license				

- 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.