Rank	Mastery of Subject Matter 1, 2, 3	Effectiveness in Teaching	Scholarly Ability	Effectiveness of University Service	Continuing Growth
	Minimum Degree/	Teaching	Research	Service to	Service to
	License Combinations	Requirements	Requirements	Institution and	Profession
				Community	
Instructor	ABD in the Field or MFA.	Use of various	Evidence of	Participation in	Current in field
		teaching	contributions to	department,	through
		methodologies	the field through	school, and	coursework,
		to meet student	professional	university	attendance at
		learning	presentations,	initiatives.	conferences,
		outcomes.	workshops,		workshops, and
		Interest in	and/or seminars		seminars.
		curriculum	in field of		Professional
		development	specialization.		memberships in
		and/or course			discipline-specific
		assessment.			organizations.
Assistant	PhD or other acceptable	Increasing use	Increasing	Increasing	Current in field
Professor	Doctorate in the field or MFA.	of various	contributions to	involvement in	through
		teaching	the field through	department,	coursework,
		methodologies	professional	school, and	attendance at
		to meet student	presentations,	university	conferences,
		learning	workshops, and	initiatives	workshops, and
		outcomes.	seminars in field	including, but not	seminars.
		Evidence of	of specialization.	limited to,	Professional
		curriculum	Contributions to	committees,	memberships in
		development	journals,	faculty	discipline-specific
		and/or course	magazines,	governance,	organizations.
		assessment.	newsletters, etc.	projects, advising,	
			Participation in	assessment,	
			professional	student	
			development,	recruitment, and	
			meetings, and	retention.	
			organizations.		

Minimum Degree/ License Combinations	Teaching	_ ,		
License Combinations	_	Research	Service to	Service to
	Requirements	Requirements	Institution and	Profession
			Community	
Doctorate in the field or MFA.	teaching. Evidence of utilization of various teaching methodologies to meet student	contributions to the field through professional presentations, workshops, seminars in field	engagement and on-going involvement in department, school, and university initiatives	through coursework, attendance at appropriate conferences, workshops, and seminars.
	outcomes. Evidence of curriculum development, course assessment.	Evidence of publications and contributions [articles] in discipline specific journals, magazines, newsletters, etc. Participation in professional development, meetings, and organizations.	including, but not limited to committees, faculty governance, projects, advising, assessment, student recruitment and retention, Beginning to contribute in college-wide service.	Professional memberships in discipline-specific organizations.
PhD or other acceptable Doctorate in the field or MFA.	Commendable teaching record, including use of various teaching methodologies	Additional contributions to the field through professional presentations,	Active engagement with department, school, and university	Current in field through coursework, attendance at appropriate
	PhD or other acceptable	Doctorate in the field or MFA.  teaching. Evidence of utilization of various teaching methodologies to meet student learning outcomes. Evidence of curriculum development, course assessment.  PhD or other acceptable Doctorate in the field or MFA.  Commendable teaching record, including use of various teaching	Doctorate in the field or MFA.  teaching. Evidence of utilization of various teaching methodologies to meet student learning outcomes. Evidence of Evidence of curriculum development, course assessment.  PhD or other acceptable Doctorate in the field or MFA.  teaching. Evidence of utilization of various teaching methodologies to meet student learning outcomes. Evidence of publications and contributions [articles] in discipline specific journals, magazines, newsletters, etc. Participation in professional development, meetings, and organizations.  Commendable teaching record, including use of various teaching methodologies  Teaching. Evidence of publications and contributions and contributions and contributions and contributions and contributions and contributions and development, meetings, and organizations.	Doctorate in the field or MFA.    teaching. Evidence of utilization of various teaching methodologies to meet student learning outcomes. Evidence of curriculum development, course assessment.   Doctorate in the field or MFA.   teaching. Evidence of to meet student learning outcomes. Evidence of curriculum development, course assessment.   Doctorate in the field or MFA.   teaching methodologies   to meet student learning outcomes. Evidence of curriculum development, course assessment.   Doctorate in the field or MFA.   teaching record, including use of various teaching methodologies   methodologies   contributions to the field through professional presentations, on-going involvement in department, school, and university   mitiatives, including, but not limited to committees, faculty governance, projects, advising, assessment, student retention, Beginning to contribute in college-wide service.   .   .   .   .   .   .   .   .   .

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	Minimum Degree/	Teaching	Research	Service to	Service to
	License Combinations	Requirements	Requirements	Institution and	Profession
				Community	
		learning outcomes. Successful curriculum development and/or course assessment.	seminars in field of specialization. Ongoing contributions to journals, magazines, newsletters, etc. Participation in professional development, meetings, and organizations.	including, but not limited to, committees, faculty governance, projects, advising, assessment, student recruitment and retention, and contributions to college-wide service.	workshops, and seminars. Professional memberships in discipline-specific organizations.
Professor	PhD or other acceptable Doctorate in the field or MFA.	Sustained commendable teaching record, including the use of various teaching methodologies to meet student learning outcomes. Successful curriculum development and course assessment.	Sustained contributions to the field through professional presentations, workshops, and seminars in field of specialization. Ongoing contributions to journals, magazines, newsletters, etc. Participation in professional	Sustained engagement with department, school, and university initiatives, including, but not limited to, committees, faculty governance, projects, advising, assessment, student recruitment and	Current in field through coursework, attendance at appropriate conferences, workshops, and seminars. Professional memberships in discipline-specific organizations.

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	Minimum Degree/	Teaching	Research	Service to	Service to
	License Combinations	Requirements	Requirements	Institution and	Profession
				Community	
			development,	retention, and	
			meetings, and	contributions to	
			organizations.	college-wide	
				service.	
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 related field with at	Satisfactory	Optional/Not	Optional/Not	Expected to stay
	least 18 graduate credits in the	performance in	Required	Required	current in field.
	field.	teaching			

- 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.