

## Rank Matrix: English and Humanities

<b>Rank</b>	<b>Mastery of Subject Matter 1, 2, 3</b>	<b>Effectiveness in Teaching</b>	<b>Scholarly Ability</b>	<b>Effectiveness of University Service</b>	<b>Continuing Growth</b>
	<i>Minimum Degree/ License Combinations</i>	<i>Teaching Requirements</i>	<i>Research Requirements</i>	<i>Service to Institution and Community</i>	<i>Service to Profession</i>
Instructor	ABD in the Field or MFA.	Use of various teaching methodologies to meet student learning outcomes. Interest in curriculum development and/or course assessment.	Evidence of contributions to the field through professional presentations, workshops, and/or seminars in field of specialization.	Participation in department, school, and university initiatives.	Current in field through coursework, attendance at conferences, workshops, and seminars. Professional memberships in discipline-specific organizations.
Assistant Professor	PhD or other acceptable Doctorate in the field or MFA.	Increasing use of various teaching methodologies to meet student learning outcomes. Evidence of curriculum development and/or course assessment.	Increasing contributions to the field through professional presentations, workshops, and seminars in field of specialization. Contributions to journals, magazines, newsletters, etc. Participation in professional development, meetings, and organizations.	Increasing 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 conferences, workshops, and seminars. Professional memberships in discipline-specific organizations.

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Continuing Appointment	PhD or other acceptable Doctorate in the field or MFA.	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 development, meetings, and organizations.	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, Beginning to contribute in college-wide service.	Current in field through coursework, attendance at appropriate conferences, workshops, and seminars. Professional memberships in discipline-specific organizations.
Associate Professor (Continuing Appointment Required)	PhD or other acceptable Doctorate in the field or MFA.	Commendable teaching record, including use of various teaching methodologies to meet student	Additional contributions to the field through professional presentations, workshops, and	Active engagement with department, school, and university initiatives,	Current in field through coursework, attendance at appropriate conferences,

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		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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			development, meetings, and organizations.	retention, and contributions to 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 least 18 graduate credits in the field.	Satisfactory performance in teaching	Optional/Not Required	Optional/Not Required	Expected to stay current in field.

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.