

Rank Matrix: Science Department

Rank	Mastery of Subject Matter 1, 2, 3		Effectiveness in Teaching	Scholarly Ability	Effectiveness of University Service	Continuing Growth
	Preferred	Acceptable				
Instructor	ABD in PhD in the Field.	Masters in the field and ABD in other terminal degree.	Satisfactory performance in teaching	Potential	Potential	Potential
Assistant Professor	PhD in field	Masters in the field and other acceptable terminal degree (example, Ed.D)	High quality performance in teaching demonstration of the potential to be outstanding. Evidence of curriculum development (e.g. review and revisions of existing courses or programs, creation of new courses or programs).	Potential	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.	Remaining current in field/education through coursework, attendance at appropriate meetings, and/or seminars.

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Continuing Appointment	PhD in field	Masters in the field and other acceptable terminal degree (example, Ed.D)	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.	Attendance at professional meetings. Involves undergraduates in research projects or honors projects. Some contributions to appropriate publications would serve as additional evidence.	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 to faculty and administrators outside the department through meetings, committees and projects.	Remaining current in field through coursework, attendance at appropriate meetings, involvement in research projects or honors projects, and seminars. Membership in professional organizations
Associate Professor (Continuing Appointment Required)	PhD in field	Masters in the field and other acceptable terminal degree (example, Ed.D)	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.	Participating in professional meetings, speaking opportunities, service on professional panels and/or contributions to field relevant or educational publications. Involvement in undergraduate research projects or honors projects. Being	Record of solid service and effective leadership at the departmental and college level. Well-known to faculty and administrators outside the department for contributions to department, committees, university sponsored events and projects.	In addition to the considerations above, increase in responsibility in departmental and administrative duties, such as chairing the department, peer review committee, and search committees.

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				awarded grants would serve as additional evidence.		
Professor	PhD in field	Masters in the field and other acceptable terminal degree (example, Ed.D)	Demonstrate significant mastery of teaching. Capable of utilizing full range of instructional methodologies, be able to teach the broadest possible range of courses and be capable of responding with skill and self-assurance to the full spectrum of students' educational needs. Classroom performance excellent in all categories. Capable of mentoring new faculty.	Solid record of contributions to field by articles in professional journals, presentations at professional meetings, speaking opportunities, service on professional panels. Involvement in undergraduate research projects or honors projects. Being awarded grants and successful completion of sponsored research in field would serve as additional evidence.	Clear evidence of sustained and outstanding leadership at departmental and college levels in areas of service. Evidence of service to SUNY at a university-wide level would serve as additional evidence.	In addition to considerations above, takes on leadership roles that extend campus or university wide.

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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	Masters in Field	Masters in relevant field with at least 18 graduate credits in the field.	Satisfactory performance in teaching	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.