

# UW-GREEN BAY FACULTY SENATE ACTIONS AND RESOLUTIONS

## ACADEMIC YEAR 2013-14

<u>Number</u>	<u>Name</u>	<u>Date Approved</u>
<a href="#">#13-1</a>	Memorial Resolution for Emeritus Professor David Dolan	9/11/2013
<a href="#">#13-2</a>	Code Change on General Education Council	10/2/2013
<a href="#">#13-3</a>	Recommendation on Granting Degrees	12/4/2013
<a href="#">#13-4</a>	Resolution on Library and Instructional Technology Committee	1/29/2014
<a href="#">#13-5</a>	Resolution on Scholarship of Teaching and Learning	1/29/2014
<a href="#">#13-6</a>	Memorial Resolution for Professor Emeritus Jack Frisch	1/29/2014
<a href="#">#13-7</a>	Policy on Posthumous Degrees and In Memoriam Degrees	2/19/2014
<a href="#">#13-8</a>	Nominees for 2014-15 Faculty Elective Committees	2/19/2014
<a href="#">#13-9</a>	Proposal to Change the Committee on Academic Actions	03/12/2014
<a href="#">#13-10</a>	Recommendation on the Granting of Degrees	04/09/2014
<a href="#">#13-11</a>	Code Change for Graduate Faculty	04/30/2014
<a href="#">#13-12</a>	Proposal to Change Policy on Promotion to Full Professor	04/30/2014

Memorial Resolution for Professor David M. Dolan

Professor David Dolan died unexpectedly on Tuesday, June 18, 2013. David is survived by his wife Mary, sons Andrew and Frederick, and four grandchildren. He was an integral part of the UW-Green Bay community since his arrival here in 1999, and his positive contributions and generous presence will be greatly missed.

David was born September 12, 1949, in Detroit, MI, the son of David Lawrence Dolan and Rosemary (Lytle) Dolan. He grew up in Detroit with his six siblings and attended schools there. David earned a B.S. in Chemical Engineering and an M.S. in Environmental Engineering at Notre Dame University, an M.A. in Statistics at the University of Michigan, and a Ph.D. in Mathematics at McMaster University in Hamilton, Ontario. Prior to joining UW-Green Bay, he worked for many years as an Environmental Statistician for the U.S. Environmental Protection Agency and the International Joint Commission. With many colleagues and student collaborators, Dolan published over 30 scientific articles and book chapters in addition to presenting or coauthoring approximately 100 presentations at scientific conferences. David's primary focus was on phosphorus cycling in Great Lakes ecosystems, and his skills as a statistician contributed greatly to an understanding of these processes, which are of great day-to-day importance to everyone who lives in the Great Lakes region. Dave was a member of the International Association of Great Lakes Research (IAGLR) since 1976, and served on the Board of Directors. Both David and his wife Mary were involved in organizing their annual meetings, including hosting the meeting at UW-Green Bay in 2001. David won many awards for his research and scientific writing, including a Bronze Medal and Scientific and Technological Achievement Awards from the US Environmental Protection Agency; the Editor's Award, the Anderson-Everett Award, and the Highly Cited Author Award from IAGLR and the Journal of Great Lakes Research; and David was last year's (2012's) winner of the UW-Green Bay Founder's Association Award for Excellence in Scholarship.

Dave joined the faculty of the University of Wisconsin-Green Bay in Fall semester 1999, and attained the rank of full professor in 2012. His contribution to the missions of the Department of Natural and Applied Sciences and the Environmental Science and Policy graduate program can hardly be overstated. No one was involved with more student research projects than Dave, and he taught statistical reasoning to a generation of environmental scientists in our region.

Dave was a very social person, a man who seemed to genuinely enjoy being around others, for almost any occasion. He believed in people. His belief in individual people made him a great teacher and advisor. He also had an unshakeable belief in groups of people, in the power of doing things together, the power of unity. He was a member of the Faculty Senate and the University Committee from 2009 through 2012. He was also a stalwart union man, and was active in UWGB-United, the faculty and staff union, and its predecessor organization, TAUWP. David was instrumental in establishing the Joint Committee on Workload and Compensation, and was recently serving as Chair of the Committee and liaison between the CWC and UWGB-United. Dave was a living example of the power of collective action, and inspired many of us to join him in his efforts.

Dave was the *de facto* social director of the Department of Natural and Applied Sciences and the Environmental Science and Policy graduate program. He was always exhorting us to get together, whether to commiserate or celebrate, and was constantly organizing group outings to concerts, sporting events, and dive bars. Dave was a serious student of blues music and an absolutely loyal Detroit Redwings fan. But above all, he was a very generous friend who brought a radiant joy of life to those who were fortunate enough to know him.

-Michael L. Draney

## **Code Change for General Education Council**

### **Existing Code:**

#### **54.03 C. General Education Council**

1. The General Education Council shall provide advice to the Faculty Senate and its executive committee, the University Committee.
2. The General Education Council may establish sub-committees for each General Education program component without an otherwise established governance or administrative structure. Such sub-committees will have delegated responsibilities for curriculum development and regular course review.
3. Changes in General Education requirements may be initiated by the General Education Council, after consultation with the faculty groups and sub-committees affected, and are subject to approval by the Faculty Senate.

The General Education Council will advise the Faculty Senate on all matters pertaining to General Education, including but not limited to courses appropriate to the General Education Curriculum (See 53.11 D and 53.11 E).

4. On its own initiative, or upon the request of the University Committee, the General Education Council may advise the Faculty Senate about issues of General Education requirements that fall within the jurisdiction of the Faculty.

### **Code Proposed by GEC (4-4-13):**

1. The General Education Council shall provide advice to the Faculty Senate as well as to the Provost/Vice Chancellor, Associate Deans, and Deans on all aspects related to the general education curriculum.
2. The General Education Council will establish and manage the model for assessment and review of the general education curriculum.
3. The General Education Council may establish sub-committees for each General Education program component without an otherwise established governance or administrative structure. Such sub-committees will have delegated responsibilities as determined by the GEC.
4. Changes in General Education requirements may be initiated by the General Education Council, after consultation with the faculty groups and sub-committees affected, and are subject to approval by the Faculty Senate.

**RECOMMENDATION ON THE GRANTING OF DEGREES**

Be it resolved that the Faculty Senate of the University of Wisconsin-Green Bay, on behalf of the Faculty, recommends to the Chancellor and the Vice Chancellor of the University that the students certified by the Registrar of the University as having completed the requirements of their respective programs be granted their degrees at the Fall 2013 Commencement.

**Faculty Senate New Business 4a 12/4/2013**

## **Resolution on Library and Instructional Technology Committee**

The Faculty Senate agrees to dissolve the Library and Instructional Technology Committee and to create instead two new committees, the Library Advisory Committee, a Faculty Elective Committee, and the Learning Technology Collaborative Committee, a Joint Governance Committee, with the following charges:

### **LIBRARY ADVISORY COMMITTEE**

The Library Advisory Committee serves as a vehicle through which the Library Director and the Library staff consult the faculty on matters of planning, policy, and other items of general interest. The Library Advisory Committee is a Faculty Elective Committee.

The charge of the Library Advisory Committee is to:

1. Develop and promote channels of communication between the library staff and the faculty and students.
2. Provide user input concerning library policies, procedures, budget, services and facilities.
3. Advocate for the support of the library's budgetary, personnel, and space needs in serving the university community.
4. Act in an advisory role to the Library Director.

### **MEMBERSHIP**

- 5-Faculty Members (one from each domain voting district and one Graduate Faculty Member)
- 1-Academic Staff Member
- 1-Student Member
- Library Director or designee (Ex officio)

The faculty members are elected from a slate prepared by the Committee on Committees and Nominations. Faculty members serve three-years with terms staggered to assure continuity. The Academic Staff member is elected from a slate prepared by the Leadership and Involvement Committee. The Academic staff member serves two years.

## **Learning Technology Collaborative Committee**

The Learning Technology Collaborative Committee serves as an advisory group to the Director of Academic Technology Services and the Director of Adult Degree Programs on matters involving learning and instructional technology. The members will consult the faculty and solicit feedback on issues of instructional technology planning and policy, as well as other items of general interest. The Learning Technology Collaborative Committee is a Joint Governance Committee.

The charge of the Learning Technology Collaborative Committee is to:

1. Develop and promote channels of communication between the learning and instructional technology staff and the faculty and students.
2. Make suggestions regarding the operational support required for instructional technologies at UW-Green Bay at an institutional level.
3. Evaluate learning and instructional services to identify efficiencies and possible areas of improvement.
4. Explore and exchange ideas about new, existing, and maturing technologies.
5. Advocate for the support of the University's instructional technology budgetary, professional development, and support needs as necessary.
6. Act as an advisory group to the Director of Academic Technology Services and the Director of Adult Degree Programs.
7. Provide policy recommendations to the Technology Council as needed.

## **MEMBERSHIP**

- 4-Faculty Members (one from each domain voting district)
- 2-Academic Staff (instructional technologists, one from Academic Technology Services)
- 1-Academic Staff member from campus at large
- 1-Student Member
- Director of Academic Technology Services (Ex officio)
- Director of the Center for the Advancement of Teaching and Learning (Ex officio)
- Director of Adult Degree Programs (Ex officio)

The faculty members are elected from a slate prepared by the Committee on Committees and Nominations. Faculty members serve three-years with terms staggered to assure continuity. The Academic Staff members are elected from a slate prepared by the Leadership and Involvement Committee. Academic staff members serve two years with terms staggered.

**Faculty Senate Old Business 4a 1/29/2014**

**Resolution on the Scholarship of Teaching and Learning**

drafted by David Voelker (HUS) and Ryan Martin (HUD)

Whereas:

- the Scholarship of Teaching and Learning (SoTL) is an interdisciplinary and problem-focused exercise that supports the university mission;
- SoTL is a form of inquiry that requires the formulation of a research question, a review of existing scholarship, the gathering and analysis of evidence or data, and the public sharing of conclusions through scholarly venues;
- SoTL publications are peer reviewed using the same procedures applied to other forms of scholarship;
- the University of Wisconsin-Green Bay supports SoTL as a mode of scholarly engagement through the Teaching Scholars program, the annual Faculty Development Conference, and other Center for the Advancement of Teaching and Learning (CATL) programs;
- the University of Wisconsin System supports SoTL as a mode of scholarly engagement through the Wisconsin Teaching Fellows & Scholars program, an annual Spring Conference, an annual Faculty College, and other Office of Professional and Instructional Development (OPID) programs;
- the SoTL movement has given rise to an international society (ISSOTL), and a myriad of disciplinary and interdisciplinary, national and international journals and conferences;
- SoTL research often entails a critical engagement with disciplinary epistemologies, methods, and norms; and,
- a growing body of research—recently summarized by Mary Taylor Huber, Pat Hutchings, and Anthony Ciccone’s *The Scholarship of Teaching and Learning Reconsidered: Institutional Integration and Impact* (San Francisco: Jossey-Bass, 2011)—demonstrates the positive impact of faculty’s SoTL activity on professional and institutional development,

the Faculty Senate hereby recognizes SoTL research, presentations, and publications as a form of scholarship (rather than solely as a teaching activity) and recommends that SoTL activity be evaluated alongside (and in addition to) other scholarly and creative activity, using equivalent standards—without intending to suggest that SoTL activity should replace other more traditional forms of scholarship or that SoTL be considered a requirement for teaching or scholarly excellence.

The Senate further recommends that all academic units (and departments, when necessary) create a written policy to clarify how SoTL research, presentations, and publications count as a form of scholarship for the purposes of merit, tenure, and promotion within the unit. Such policies should then be filed with the Secretary of the Faculty and Academic Staff (SOFAS) to allow for easy reference by the Personnel Council, Committee of Six, and university administrators.

*ENDORSEMENTS: An earlier version of this motion was endorsed unanimously by the Personnel Council after an email discussion on 10/25/13. The Instructional Development Council (IDC) endorsed the motion unanimously, with one abstention, at its meeting on 11/14/13. The Committee of Six also unanimously endorsed the resolution.*



## Faculty Senate Document #13-06 – Approved 1/29/2014

### Memorial Resolution for Professor Emeritus Jack Frisch

Thirty years ago I arrived at UWGB a 28-year-old Assistant Professor in a unique interdisciplinary undergraduate Theatre program. I found myself with two very important and more senior mentors in Dick Sherrell and Jack Frisch. Father Figures and Colleagues rolled into one yet little did I know that early on that one of them was an internationally respected Beckett Scholar. When Jack and I were working on our first and only musical together in February 1985 I didn't realize that in one month's time my own father would pass away and my Two Theatre Father Figures became even more important to me on so many levels. There isn't a better place to learn lessons in humanity and social justice than to work in theatre with friends who are a positive presence in your life. Jack was certainly a positive presence in my life but it seems in the career we both chose – TEACHING - one would hope the greatest impact would be made on our students. During my first few graduation ceremonies I was always amazed to see how many graduates would march by Jack and shake his hand or hug him and give him a smile and thanks. From the beginning to the end of every graduating class procession it was obvious that Jack had genuinely touched their lives.

Jack passed away on April 30<sup>th</sup> - 2013 and tomorrow January 30<sup>th</sup> he would have celebrated his 85<sup>th</sup> birthday. Jack joined the UW System faculty in 1958 at the UW-Fox Valley Center, and he taught at UW-Madison while pursuing his Ph.D., and came to the UW Center- Green Bay faculty in 1962. When the center became a four-year institution in 1968, Jack was appointed the first chairperson of the UW-Green Bay theatre program. During his teaching career, Jack has taught the full array of courses in theatre production and dramatic literature as well as courses in interpersonal communication and games, during which time he introduced this area to the earth ball and other non-competitive "new games" in his self proclaimed "touchy feely" class. His teaching also included courses in the then new American Indian Studies program at UW-Green Bay. Jack had long been an advocate of a creative approach to tasks and to ensemble performances in group theatre and in 1972 served as a workshop leader at an international symposium on new methods in educational drama held in the Netherlands. He also led workshops at [Princeton University](#), American University in Washington D.C., and the University of California-Berkley. A year before his retirement as a recognized Samuel Beckett scholar, he was invited to present a paper at the 1991 International Beckett Symposium in Monaco. Jack was known for his interest in avant-garde and experimental theatre. All of the more than 100 plays he directed were always focused on the human condition and they often involved his most cherished themes related to ecology and a fight against discrimination of all kinds.

After his retirement Jack would pop in to my office whenever he was on campus and one day asked me about a former student I had just communicated with through Facebook. Jack's eyes lit up and he wanted to know all about Facebook and contacting former students. Well it didn't take him long to make many connections, but I distinctly remember Jack saying to me "I hope they still remember me?" I guess it had been a while since Jack had seen the movie classic "Goodbye Mr. Chips" because his students were never going to forget him. The day I learned of Jack's passing I sent out a post on Facebook and my Facebook page and Cell Phone, which are linked, blew up with messages pouring in. This memorial resolution would be four pages longer if I included all of those heartfelt student comments but some of them are too perfect to leave out.

- Some people come into your life for a moment and touch it for a lifetime-He was one of those.
- Jack's "touchy feely" class was still one of the best. He truly taught people how to believe, trust and support each other.

- I still remember tossing that big earth ball out on the grass to celebrate earth day and feeling like the free-est spirit.
- Jack had a profound effect on me in shaping my thoughts about theatre...
- Authentic, genuine, kind to a fault, invested in the principle & practice of Community, passionate about social justice, and a lover of theater in all its forms.
- He taught me much about dignity, art, and passion.
- He had a gentle intelligence, not at all bombastic or 'ivory tower'...
- If we each can follow just one example he set the world is a better place.
- My favorite class was my senior seminar where we created our own Utopia.
- Thank you for touching and enriching our lives.

Jack is survived by his wife of 57 years, Rachel; three children, Paul (Miriam) Frisch of Rochester Hills, MI, Rae Ann Frisch of Green Bay, and James (Cheryl) Frisch Yukon, OK; seven grandchildren, Michael, Adam, Joel, Zachary, Brittany (Jacob), Jessica, and Levi; one sister, Sally (Gerald) Proctor and one sister-in-law, Mary Maus; many nieces and nephews. Jack is also survived by thousands of grateful students and colleagues whose lives he touched in his 44-year UW teaching career.

William Shakespeare

Hamlet Act V Scene 2

Horatio: "Now cracks a noble heart. Good-night, sweet prince; And flights of angels sing thee to thy rest. "

*Respectfully Submitted*

*Jeffrey Paul Entwistle*

**Faculty Senate New Business 5a 1/29/2014**

## **Policy on Posthumous Degrees and In Memoriam Degrees**

In the unfortunate event that a student passes away before the completion of a degree, the University may award the student a degree posthumously. To be awarded a posthumous degree, the student must have completed 75% of the credits toward degree (45 for an Associate's Degree; 90 for a Bachelor's Degree; 22 for Master's Degree) and be in good academic standing (2.0 for undergraduate; 3.0 for graduate). The conferred degree is noted in the Student Information System and reported to external stakeholders.

Alternatively, the University may consider awarding an "In Memoriam Degree". This is an honorary degree, which is noted in the Student Information System but not reported to external stakeholders. There are no completion or academic standing requirements to award this honorary degree.

## **NOMINEES FOR 2014-15 FACULTY ELECTIVE COMMITTEES**

The Committee on Committees and Nominations, the University Committee, and the Personnel Council have prepared the following slate of candidates for open 2014-15 faculty elective committee positions. Further nominations can be made by a petition of three voting faculty members. These nominations must have consent of the nominee and must be received by the Secretary of the Faculty and Academic Staff no later than February 28<sup>th</sup>.

### **ACADEMIC AFFAIRS COUNCIL**

5 **tenured** members: 1 from each of the 4 voting districts and one at-large member. Members are elected by voting districts, except for the at-large member who is elected by the faculty as a whole.

*Continuing members are:*

*Franklin Chen, NS; Steven Kimball, PS; Adam Gaines, at-large, AH*

#### **Nominees for 2 tenured faculty slots**

One from AH – Michelle McQuade Dewhirst, Kevin Collins, Brian Sutton

One from SS – Kathleen Burns, Lora Warner

### **PERSONNEL COUNCIL**

5 **tenured** members: 1 from each of the 4 voting districts and one at-large member. Members are elected by voting districts, except for the at-large member who is elected by the faculty as a whole.

*Continuing member is:*

*Adolfo Garcia, AH*

#### **Nominees for 4 tenured faculty slots**

One from SS – Illene Cupit, Laurel Phoenix, Katia Levintova (on sabbatical Spring 2015),  
Thomas Nesslein

One from AH – Rebecca Meacham, Heidi Sherman

One from PS - Gaurav Bansal, Michael Knight (1 year replacement term)

One from NS - Tian-you Hu, John Luczaj, Atife Caglar (1 year replacement term)

### **GENERAL EDUCATION COUNCIL**

6 **tenured** members: 1 from each of the 4 voting districts, plus two at-large members (with no more than 2 from a single voting district). Members are elected by voting districts, except for the at-large members who are elected by the faculty as a whole.

*Continuing members are:*

*Jeff Entwistle, at-large AH; Woo Jeon, NS; Hye-Kyung Kim, AH; Christine Smith, SS*

#### **Nominees for 2 tenured faculty slots - cannot be a member of AH**

One at-large: Denise Bartell, SS, Amy Wolf, NS, John Lyon, NS

One from PS: Mark Kiehn, Janet Reilly

### **UNIVERSITY COMMITTEE**

6 **tenured** members: 1 from each of the voting districts, plus two at-large (with no more than 2 from a single voting district).

*Continuing members are:*

*Greg Davis, at-large, NS; Mimi Kubsch, PS; Steve Meyer, NS*

#### **Nominees for 3 faculty slots**

One from **SS**: Andrew Austin, Kristin Vespia, Christine Smith

One **at-large**: Charles Rybak AH, Clifton Ganyard AH

One from **AH**: Christine Style, Kristy Deetz (1 ½ year replacement term starting spring 2015)

### **COMMITTEE OF SIX FULL PROFESSORS**

6 **tenured**, full professor members: 1 from each of the voting districts, plus two at-large (with no more than 2 from a single voting district).

*Continuing members are:*

*Jeff Entwistle, AH; Regan Gurung, SS; Carol Emmons, at-large, AH; Meir Russ, PS*

#### **Nominees for 2 faculty slots**

One **at-large**: Dean VonDras, SS, Ray Hutchison, SS

One from **NS**: Greg Davis, Patricia Terry

### **COMMITTEE ON COMMITTEES AND NOMINATIONS**

5 members nominated by the Personnel Council with professorial rank only: One from each of the 4 voting districts, plus one at-large. No member is eligible for more than one consecutive term.

*Continuing members are:*

*Steve Meyer, NS; Pao Lor, PS*

#### **Nominees for 2 faculty slots**

One **at-large**: David Helpap, SS; Michael McIntyre, NS

One from **SS**: Aaron Weinschenck, Dean VonDras

One from **AH**: Hernan Fernandez-Mearidi, Toni Damkoehler (1 ½ year replacement term starting spring 2015)

### **COMMITTEE ON RIGHTS AND RESPONSIBILITIES**

5 **tenured** members nominated by the University Committee: one from each of the 4 voting districts, plus one at-large. Members may serve up to 3 consecutive terms.

*Continuing members are:*

*Michael Draney, NS; Tim Kaufman, PS*

#### **Nominees for 3 faculty slots – tenured faculty only**

One from **SS**: - Christine Smith, Dean VonDras, Denise Bartell

One from **AH**: - Brian Sutton, Kaoime Malloy

One **at-large**: - Robert Nagy, Amy Wolf, Randall Meder

## Proposal to Change the Committee on Academic Actions

1. The Committee on Academic Actions is composed of four appointed faculty members, with no more than two from a domain voting district, one student, and two staff members from student services. The Registrar and Director of Advising are ex officio non-voting members. The student sits with faculty on the committee except where a student involved requests exclusion of student membership.
2. Faculty appointment to the committee shall be for a term of three years to ensure continuity of membership. The staff members are appointed by the unanimous agreement of both ex officio board members for a term of one year. Student representatives are appointed per meeting by the Student Government Association President, and when possible, continuity is encouraged. The chair of the committee shall be elected by majority-rule voting of all eligible committee members and shall be appointed for a term of two years.
3. The Committee advises the Provost/Vice Chancellor for Academic Affairs and coordinates with the Registrar on registration policies, on drop-add policies, on the grading system, and on the academic standing of students including the identification, review, and resolution of transfer issues and problems.
4. The Committee represents the faculty in initiating recommendations or taking action on recommendations from outside of the committee concerning policy changes for matters listed in item 3 above. Such recommendations are submitted to the Faculty Senate via the University Committee Chairperson.
5. The Committee is responsible for preparing the academic calendar and represents the Faculty in the scheduling of academic events and activities, such as commencement and convocation.

**RECOMMENDATION ON THE GRANTING OF DEGREES**

Be it resolved that the Faculty Senate of the University of Wisconsin-Green Bay, on behalf of the Faculty, recommends to the Chancellor and the Vice Chancellor of the University that the students certified by the Registrar of the University as having completed the requirements of their respective programs be granted their degrees at the spring 2014 Commencement.

**Faculty Senate New Business 5a 4/9/2014**

## Code Change for Graduate Faculty

The proposal is to delete the struck-through parts and add the boldface parts to the existing Code:

### *53.12 Graduate Program*

#### *A. Graduate Degree Programs: Membership, Responsibilities, Appointment Process.*

*1. Membership. The faculty of a graduate program shall consist of those UW-Green Bay faculty members holding professorial rank and Lecturers with faculty status who have been appointed to that program by the Provost/Vice Chancellor for Academic Affairs on the recommendation of the appropriate dean and the graduate program executive committee. ~~A faculty member may have a split appointment or assignment with another graduate program but may vote in only one program.~~ – **A faculty member may have a split assignment with another graduate program and may vote in more than one.***

Faculty Senate Old Business 4c 4/30/2014



## Proposal to Change Policy on Promotion to Full Professor

Current policy on Criteria and Procedure for Promotion to Full Professor (page 100 of the current Faculty Handbook) includes the following two paragraphs:

### Scholarly Activity

*This is attested to by articles in refereed scholarly journals, an outstanding scholarly book, publication of book reviews in refereed scholarly journals, oral presentations at national, area, and sectional meetings of various professional associations and societies, appointment as referee and/or reader for scholarly publications. For faculty whose creative scholarly work is not usually manifested in this manner--e.g. faculty in the visual arts and the performing arts such as drama, music, and dance--exhibitions and performances provide the evidence of scholarly and creative activity.*

*Candidates should be judged on their own merits and should have exhibited substantial and/or continuous advance and progress beyond those scholarly activities which warranted promotion to the rank of Associate Professor. Historically, one or two significant scholarly works have been sufficient to assure promotion to the rank of Associate Professor. For promotion to the rank of Professor the level of performance should appreciably exceed this.*

The proposal is to substitute the following:

### Scholarly Activity

*Candidates should be judged on their own merits and should have exhibited substantial scholarly activity, which should appreciably exceed the scholarly expectations that warranted promotion to the rank of Associate Professor.*

*Substantial scholarly activities are exemplified by articles in refereed academic journals; a scholarly book; juried or invited exhibitions and public performances; or consequential applications of academic ideas to solving social or technical problems. Additional scholarly activities including publication of book reviews; oral presentations at national, area, and sectional meetings of professional associations and societies; and appointment as referee, editor, or reader for scholarly publications may strengthen the record but are not by themselves sufficient for promotion. In cases where traditional mechanisms of scholarly review are not applicable, strong validation by external sources is required.*