

CRITERIA AND PROCEDURE FOR PROMOTION TO FULL PROFESSORIAL RANK

The body of this material is based on the assumption that a Professor is a person dedicated to excellence, who should be a creative teacher, and should have attained accepted recognition as a scholar through professional publication, or through otherwise equally recognizable evidence. There should be reasonable promise that his/her professional growth will continue; and it recognizes, in addition to teaching and scholarly activity, the responsibility for making significant contributions to both community and university service.

Guidelines

The three categories under which we judge each candidate for promotion to Associate Professor are applicable as well for consideration of promotion to the rank of full Professor. These categories are Teaching, Scholarly Activity, and both Community and University Service.

Teaching

We should all recognize that excellent teaching is really very rare, and we must not assume that it is constantly or continuously done. Foremost among the requirements for promotion to full Professor is a high level of quality in teaching performance in which the candidate inspires the student with respect for the subject, and, ideally, makes the student want to further explore the material. We believe that teaching excellence is manifested, in large part, by the repute in which the candidate is held by his/her colleagues and students.

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.

Community and University Service

Both Community and University Service are expected when considering a promotion to full professor.

a. Community Service

This may be paid or unpaid, and includes service volunteered, service requested, or consultantship in which the faculty member renders aid to the field of his/her academic expertise. Certain types of service to professional societies (e.g., officerships, editorships, program chairmanships, etc.) also fall within this category. The candidate should demonstrate a continued willingness to be of help in the interlinkages between the academic and the broader communities.

b. University Service

University service must go well beyond the routine service expected of all faculty members in regulating the functioning of the University. The essential component for promotion to the rank of Professor is demonstrated leadership. Evidence of leadership might be manifested through service on the principal elective committees or bodies--e.g. the Personnel Council, the Academic Affairs Council, the General Education Council, the University Committee, the Faculty Senate--and/or service on appointive committees charged with substantial tasks, such as search and screen committees, committees charged with planning for major reorganizations of exigencies, and/or service as interdisciplinary unit, disciplinary unit or other program chairpersons.

It should be recognized that the tenured rank of Associate Professor is by its very nature and definition not a probationary rank. Time in rank (i.e., number of years as an Associate Professor) is not a primary factor in the consideration for promotion to Professor. Promotion to the rank of Professor, therefore, should not be considered an automatic next step based on number of years in the rank of Associate Professor; it is not merely a question of time. It is earned on the basis of fulfillment of the criteria stated in the guidelines above.

There is no fixed period of time for the consideration of candidates for promotion from the rank of Associate Professor to the rank of Professor. Promotion may occur at any time after achieving the rank of Associate Professor, but every person of that rank will be considered for promotion in no more than ten years from the time of achieving that rank. Subsequent to this ten-year period, reviews for consideration of promotion may be conducted at the discretion of the interdisciplinary unit professorial committee and/or the candidate.

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