

FACTORS FOR PROMOTION AND TENURE
COLLEGE OF LIBERAL ARTS AND SCIENCES

(Approved by Faculty Council 10/7/05)

The following measures of achievement, appropriate to the candidate's rank, shall be taken into account when evaluating the candidate for tenure and/or promotion in the College of Liberal Arts and Sciences:

- Research excellence as evidenced through publication of refereed work in leading print and electronic journals and the publication of books and/or chapters in books. Other measures of research accomplishment include: presentations at meetings and conferences; recognition by professional societies; participation in research seminars; evidence of the value of the research results including external reviews and citations of the candidate's work by other researchers. In addition, the candidate's potential for maintaining this research activity shall be taken into account.

The persistence and success of efforts to secure available external support, where appropriate, to enhance the quality of the candidate's research program.

- Effectiveness of teaching at the undergraduate and graduate levels. In measuring the quality of teaching, student evaluations for all courses taught shall be considered; peer review and other measures of teaching effectiveness are also appropriate where possible. In addition, other criteria such as curriculum development, contributions to improvement of teaching programs, and involvement in student advising may also be considered.
- Effectiveness in the direction of master's and doctoral theses and dissertations as appropriate to the candidate's department.
- Performance of service to department, college, university and profession, which demonstrates effective contributions to the academic and public communities.

All of the areas listed will be considered in the review of applications for promotion and/or tenure by the College of Liberal Arts and Sciences Promotion and Tenure committee and by the Dean of the College and will provide the basis for their recommendations.