



## *Frank H. Dotterweich College of Engineering*

### Criteria and Guidelines for Promotion and Tenure

The College of Engineering, as part of its 2010-15 Strategic Plan is placing a greater emphasis on high quality teaching, applied research that supports graduate and undergraduate students, and community involvement. The awarding of tenure and promotion is based on the overall contributions and goals of the College and University. Subjectivity does and should influence this decision.

Individual departments are encouraged to develop criteria and guidelines for promotion and tenure that address the unique characteristics of their field(s) within the general parameters found in this document. Candidates from the departments shall be comprehensively vetted before recommendations are made to the College committee.

These criteria and guidelines are part of the College of Engineering Bylaws and are subject to the provisions for amendment contained therein.

ar12Tw Tenure and Promotion to Associate Professor

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Promotion to associate professor is awarded to those eligible faculty members who have demonstrated excellence in teaching and research and who have actively participated in service to the institution, the profession, and the community. Tenure is granted to faculty members who have demonstrated excellence and have demonstrated the commitment, citizenship, and collegiality that indicate the faculty member's continuing strong contributions to the mission and goals of the College and University.

Excellence in teaching is demonstrated by:

- x A significant, sustained and documented record of effective teaching innovation.

Guideline: One or more courses each year include significant innovations and changes the effects of which are assessed and documented for their contribution to improvements in the achievement of published course and curriculum outcomes.

- x Documented participation in teaching improvement programs, with documented implementation of appropriate improvements.

Guideline: Document participation in at least one or more teaching improvement programs sponsored by the College, University, or national professional organizations. Appropriate improvements are identified, implemented and documented.

- x Proactive and documented participation in the maintenance of accreditation.

Guideline: Participate in the maintenance of accreditation, fully understand the accreditation criteria, and demonstrate commitment to the process.

major science and/or engineering indices. First tier conferences are those sponsored by the principal professional organization (e.g., ASCE, ASME, ASEE, IEEE, etc.) It is not necessary to be the primary author, but the contribution to each article should be significant and documented. Publications related to pedagogical research are encouraged and included.

A firm target for the number of publications is not the intention of these guidelines. Rather, it is the responsibility of the faculty member to document and demonstrate that his or her record of publication is notable and an integral

Leadership in service to the institution, the profession, and the community is demonstrated by:

- x Positions of accountable leadership of and documented contributions to multiple University, College, or Department committees each year.

Guideline: "Accountable leadership" refers to positions in which the faculty member is responsible for leading significant effort with specific deliverable

- x Leadership of and documented contributions to multiple national technical conference, and other professional organization committees.
- x Leadership of community service activities involving student organizations, faculty, and community members. These activities take advantage of the faculty member's technical expertise.

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