COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT
STANDARDS FOR REAPPOINTMENT, TENURE, AND PROMOTION

Standards for Faculty Reappointment

The decision to recommend reappointment of an individual to faculty rank is based on evidence of potential to make significant contributions in the areas of teaching, scholarship and service. Successful candidates for reappointment will show evidence of professional growth and development that can lead to excellent performance in teaching and scholarship. In addition, candidates should show evidence of or the promise of contributions to service.

Standards for Rank of Associate Professor

The Associate Professor in CEHD is described by the following characteristics. Emphasis is on a developing profile of sustained and balanced work in the four areas of faculty activity, with particular attention paid to teaching, scholarship, and the teaching-scholarship dialogue.

Teaching: Associate Professors have an established record as teachers as evidenced by their reputation among colleagues and student evaluations. They participate in curriculum development initiatives at the program, department, and college levels. Associate Professors are able to articulate a philosophy of teaching and learning. They have developed enough competence and confidence as a teacher that other faculty members seek their guidance in matters of teaching and learning. They gather and use assessment information to inform teaching practice. Associate Professors consistently demonstrate that their teaching is informed by scholarly discourse.

Scholarship: Evidence of an established record of scholarship. Scholarship is represented by way of publications in refereed and non-refereed journals, curriculum guides, research reports, book chapters, conference proceedings, opinion essays, books, monographs, print and non-print media, and software. There is evidence of consistency in developing a scholarly agenda over time. Associate Professors regularly present papers or workshops at regional or national conferences. They have a growing reputation within their field of expertise and have an emerging scholarly signature.

Service to University/College/Department: Associate Professors participate in committees and show evidence of a growing leadership role (i.e., chair of committees, membership on policy making committees.) They are recognized as having knowledge and skills that are useful and valued. They are sought out for collegial consultation.

Service to the Profession and Community: Associate Professors are recognized as having knowledge and skills that are useful and valued by their profession and the community-at-large. They engage meaningful participation in professional associations at the regional and national levels.
Standards for Rank of Professor

The professor in CEHD must show evidence in each of the following areas of leadership, a record that is both balanced and sustained, and having a national influence.

**Teaching:** Professors are leaders in the development of curricula. They provide curriculum guidance which addresses the future of the profession in which they practice. Because they are established and confident teachers, professors are often creative in the classroom. They take risks in order to provide innovative and effective courses of study. They are deeply concerned about pushing the boundaries of excellence in the teaching-learning process. The professor is known to her/his colleagues as an excellent classroom instructor and is often consulted by them about teaching.

Professors are widely known for teaching excellence. They are asked to advise dissertations and theses and are consulted beyond their own department and academic program by former students, practitioners, professionals in community agencies, and colleagues in other institutions of higher education.

**Scholarship:** Professors have a sustained record of publication in refereed and non-refereed journals. They are known for having achieved a “point of view,” their own unique perspective on their profession. Because this point of view or scholarly signature is distinctive, their audiences can recognize it and are able to trace its development over time. The professor speaks to multiple audiences and produces scholarship that has a demonstrated influence on these audiences.

**Service to University/College/Department:** The professor participates in and influences policy decisions. S/he has leadership roles in important governance committees. Professors take ownership and responsibility for the development of academic programs and the culture of the college and university as a whole. They also serve as mentors to junior faculty regarding committee participation and policy development.

**Service to the Profession and Community:** The professor participates in and influences policy decisions in her/his profession and community. S/he takes ownership and responsibility for the development of the profession and community-at-large through meaningful service on boards, councils, commissions, and other governing bodies. The professor is active in professional organizations and is sought as a mentor by colleagues in these organizations.

Standards for Tenure

The criteria for tenure should, at minimum, be that of the rank of Associate Professor. Tenure should focus on the potential faculty member to continue to make productive contributions into the long-term future. Those being considered for tenure should provide evidence that they have met the standards in all four areas of faculty evaluation. Such evidence should include student evaluations (quantitative and qualitative), evaluations from colleagues both within and external to USM, feedback from recipients of services, and self-assessment.
December 2003