Department of Engineering
CRITERIA FOR TENURE AND PROMOTION

A. Tenure
Tenure shall be granted on the basis of professional achievement, potential for further achievement as well as the long range needs of the Department. Evaluation of each faculty member should be based on performance in teaching, scholarship and service.

All faculty members will be evaluated for tenure on the basis of the following categories. Faculty members may not excel in all categories, but must contribute in every category.

**Teaching:** The most important consideration is given to the demonstrated teaching ability of the faculty member. Assessment instruments include peer and student evaluations. Other inputs include (1) demonstrated ability in creating and revising courses, (2) establishment, development and maintenance of instructional laboratories with experiments, designs and simulations that complement class instruction, and (3) mentoring student projects and independent studies. The objective of this category is to ensure that the faculty member demonstrates skill, effectiveness and continuing development as an engineering educator.

**Scholarship:** Next in importance is scholarly work. Activities in this category may include published papers and books, presentations at professional society meetings, consulting which results in new insights or knowledge, patents, fulfilled grants, curriculum development, course creation and revision, documented major student projects and other activities resulting in intellectual property. The objective of this category is to insure that a faculty member demonstrates a continued commitment to learning at a professional level and to transmitting that which is learned, either locally or extra locally as appropriate.

**Service:** Also of importance is the general category of faculty service to the university and to the community. Service to the university may include participation in departmental, college or university-wide boards and committees, advising students and student organizations and facilities development. Service to the community may include consulting, advising, service in community organizations, talks to groups, etc. This category recognizes the responsibility of the faculty member to participate in activities outside of the classroom to insure the effective operation of the department, college and university. It also affirms the responsibility of publicly funded universities to participate, through their faculty, in the life and needs of the community.

B. Promotion in Rank

For purposes of promotion and reappointment the criteria of A (above) shall be used as well as the following guidelines.

1. **Assistant Professor:** The assistant professor must have earned a doctoral degree in engineering or a related discipline. The assistant professor must exhibit professional competence and demonstrate potential for future growth in teaching and scholarship, and participate in service.
2. **Associate Professor:** The associate professor must be in the process of establishing a good reputation in teaching and scholarly endeavors, having demonstrated thorough professional competence with a recognized body of scholarly work, teaching accomplishments and service.

3. **Professor:** The professor must have established a reputation in teaching and scholarly endeavors with recognized excellence in scholarly work, teaching and service. The professor's reputation among peers should be more than local and should enhance the reputation of the University.

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