

**Promotion and Tenure Criteria for SCOB**

**Adopted: TROY UNIV URC April 23, 2008**

**Note that these criteria establish minimum standards.**

	<b>Teaching</b>	<b>Research</b>	<b>Service</b>
<b>Assistant and/or Tenure</b>	<ul style="list-style-type: none"> <li>-3 years or earned doctorate</li> <li>-Proven professional competence in instruction</li> <li>-Competence in instruction based on positive Supervisor's Annual Evaluation</li> <li>-Evidence of the use of technology (power point, blackboard etc.)</li> </ul>	<ul style="list-style-type: none"> <li>-Proven scholarship in field</li> <li>-Minimum acceptable = satisfaction of Graduate Faculty Membership point criteria</li> <li>-At least one journal publication listed in a Cabell Directory</li> </ul>	<ul style="list-style-type: none"> <li>-Proven potential to fulfill duties/responsibilities of faculty member</li> <li>-Shows evidence to willingly fulfill service requirements minimally at department/school level</li> </ul>
<b>Associate</b>	<ul style="list-style-type: none"> <li>-Sustained, noteworthy teaching</li> <li>-Includes above</li> <li>-Doctorally-qualified (ACBSP)</li> <li>-Supervisor's Annual Evaluation reflects a sustained level of teaching effectiveness</li> <li>-Taking leadership role for new course development</li> </ul>	<ul style="list-style-type: none"> <li>-Developed scholarship</li> <li>-Greater emphasis by faculty member on scholarship</li> <li>-Should exceed 12 points in 5 years (graduate faculty criteria)</li> <li>-Show diversity in publication venues</li> <li>-At least two Cabell-listed journal publications during the period of time holding the rank of Assistant Professor at Troy</li> </ul>	<ul style="list-style-type: none"> <li>-Noteworthy fulfillment of duties/responsibilities of faculty member</li> <li>-Evidence of more service at broader level of college, university, discipline, profession</li> <li>-Evidence of discipline related service to public entities (clubs, associations, etc.)</li> </ul>
<b>Full</b>	<ul style="list-style-type: none"> <li>-Outstanding teaching</li> <li>-Includes above</li> <li>-Plays a leadership role in department as resource for teaching methods/processes or mentoring</li> </ul>	<ul style="list-style-type: none"> <li>-Mature scholarship</li> <li>-Satisfy all Graduate Faculty Membership guidelines during previous 5 years</li> <li>-More depth and diversity in research</li> <li>-Sustained and continuing track record of peer-reviewed research</li> </ul>	<ul style="list-style-type: none"> <li>-Distinguished faculty leadership and devoted service to students</li> <li>-Includes above</li> <li>-Recognized faculty leader contributing to needs of the university</li> <li>-Evidence of more service at broader level of college, university, discipline, profession and to public entities</li> </ul>