

TENURE AND PROMOTION GUIDELINES

To be tenured in the College of Engineering & Computing, an applicant must demonstrate excellence in research, teaching and service and must demonstrate collegial participation in service to the department/school and college. For promotion to professor, an applicant must excel in research, teaching and service. Emphasis is placed on having national or international research leadership.

Excellence in research requires evidence of, and the ability to sustain, an externally funded research program that results in quality publications and successful mentoring of doctoral students. For promotion to professor, national recognition is required.

Excellence in teaching requires evidence of the collection of student data, peer data, and self-reflection to improve teaching, as well as student evaluations not lower than reasonable deviation from the college average.

Excellence in service requires evidence of contributions to the unit, college, and/or university, as well as visible external service. For promotion to professor, there is expectation of service to the department/school, college, university and the profession through increasing visible leadership roles.

When a tenured faculty member who was initially hired as Associate Professor is subsequently tenured, and then applies for promotion to professor, it is expected that if a short period has elapsed since the award of tenure, then the Promotion evaluation at all stages will consider performance during the entirety of rank of Associate Professor. It is also expected that evaluation of promotion to the rank of Professor will consider the entire aggregate career performance. And finally, it is expected that recent performance is also a factor; as an extreme case, since it is expected that performance has been sustained, recent unsatisfactory evaluations would be very damaging, regardless of the net total performance over longer periods.

As stated in the University Tenure and Promotion Guidelines *“Every college/unit must have tenure and promotion guidelines that clearly and unambiguously articulate the standards and expectations for tenure and promotion.”* These guidelines must be approved in accordance with the requirements specified in the Collective Bargaining Agreement. These unit guidelines provide unit specific details on teaching, research, and service expectations, and any unit-specific procedures. They are housed on the College’s website. Units are expected to review their guidelines at least every two years.