

## QUALIFICATIONS FOR ACADEMIC RANKS

(University Operations Manual, Sec. III-10.4)

Each academic unit is expected to develop detailed tenure and promotion criteria consistent with the following qualifications. If the pattern and practice in some units deviate markedly from these qualifications, such units must obtain approval of the Provost for alternative criteria.

### Associate Professor

Convincing evidence that the candidate is an effective teacher of, as appropriate, undergraduate, graduate postdoctoral, and professional students.

Demonstration of artistic or scholarly achievement supported by substantial publications or equivalent artistic creations or performances, of high quality, as appropriate to the discipline(s).

Departmental, collegiate and/or University service and, if appropriate, professional service will be expected at an appropriate level.

The quality and quantity of teaching, scholarly/artistic accomplishment and service should give unmistakable promise of promotion to full professor.

### Professor

Consistent record of high-quality teaching at all appropriate instructional levels, including successful guidance of doctoral graduate students to the completion of their degree programs, where applicable.

Unmistakable evidence that the candidate is a nationally and, where applicable, internationally recognized scholar or creative artist in the chosen field.

The candidate should have a record of significant and effective service to the department, college and/or the University and, if appropriate, to the profession.