

## CRITERIA FOR TENURE AND/OR PROMOTION

This section delineates the criteria that are used for tenure and all levels of promotion once the eligibility requirements have been met. The specific criteria that must be met for each type of application are shown in the chart below.

	Instructor to Assistant Professor	Tenure	Assistant Professor to Associate Professor	Associate Professor to Professor
<b>Teaching</b>				
1. Course design – demonstrates the practical application of teaching philosophy	Required	Required	Required	Required
2. Instruction – demonstrates excellence in instruction	Required	Required	Required	Required
3. Continuing development – continuously develop professional knowledge and where appropriate incorporate into teaching	Required	Required	Required	Required
4. Collegiality – demonstrates working with others through teaching activities	Required	Required	Required	Required
<b>Research and Scholarly Activity</b>				
1. Productivity – demonstrates consistent scholarly involvement through traditional or applied endeavors	Must meet at least three (3) of requirements 1, 2, 3, 4, 5, and 6.	Required	Required	Required
2. Professional and scholarly recognition – receives recognition both inside and outside of Midwestern State University		Required	Required	Required
3. Professional involvement – engages in professional academic activities		Must meet at least two (2) of requirements 3, 4, 5, and 6.	Must meet at least two (2) of requirements 3, 4, 5, and 6.	Required
4. Grant writing and acquisition – writes grants that support department, college or the university				Must meet two (2) of requirements 4, 5, and 6.
5. Supervision of research or creative endeavors – supervises and mentors undergraduate or graduate students' research or creative projects				
6. Presentations – presents papers, posters, performances, exhibitions or workshops at professional meetings				
7. Collegiality – demonstrates working with others through research/creative accomplishments		Required	Required	Required
<b>Service</b>				
<b>1. University</b>				
a. Effective participation in administration of department/college activities	Required	Required	Required	Required
b. Effective participation within Midwestern State University academic community	Required	Required	Required	Required
c. Responsible and effective out-of-class planning and academic advisement of students	Required	Required	Required	Required
d. Demonstration of collegiality in service	Required	Required	Required	Required
<b>2. Profession/Community</b>				
a. Ongoing and active involvement in professional organizations	Required	Required	Required	Required
b. Consulting in one's area of professional expertise or providing expertise	Must meet at least one (1) of requirements 2b, 2c, 2d, and 2e.	Must meet at least two (2) of requirements 2b, 2c, 2d, and 2e.	Must least two (2) of requirements 2b, 2c, 2d, and 2e.	Must meet at least three (3) of requirements 2b, 2c, 2d, and 2e.
c. Conducting workshops, clinics, and performances or hosting conferences or academic contests of other academic events.				
d. Obtaining external grants or outside contributions for scholarships, student activities, software, equipment and other resources for professional/community use other than research				
e. Participating in non-compensated public service activities				