

B. Criteria for Tenure and/or Promotion

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

Table 3 Criteria for Tenure and Promotion for each faculty level

Criterion	Instructor to Assistant Professor	Tenure	Assistant Professor to Associate Professor	Associate Professor to Professor
Guiding Principle	Required	Required	Required	Required
Teaching: Criteria (1-4 below)	All four required	All four required	All four required	All four required
1. <u>Course design</u> : demonstrates the practical application of teaching philosophy	Required	Required	Required	Required
2. <u>Out-of-class academic support</u> : demonstrates regular and meaningful feedback on student academic work	Required	Required	Required	Required
3. <u>Continuing Development</u> : continuously develops professional knowledge and, where appropriate, incorporate into teaching	Required	Required	Required	Required
4. <u>Collegiality</u> : demonstrates working with others through teaching activities	Required	Required	Required	Required
Research and Scholarly Activity: Criteria (1-2 below)	Criterion 1 required	Criterion 1 required	Criterion 1 required	Criterion 1 and 2 required
1. <u>Scholarly and Creative Endeavors</u> : demonstrates consistent scholarly involvement through traditional or applied endeavors	Required	Required	Required	Required
2. <u>Scholarly and Creative Recognition</u> : receives recognition both inside and outside MSU	Not Required	Not Required	Not Required	Required
Service: Criteria (1-2 below)	Criterion 1 required	Criterion 1 and 2 required	Criterion 1 and 2 required	Criterion 1 and 2 required
1. <u>University</u> a. Effective participation in administration of department and or college activities b. Effective participation within MSU academic community	Must meet at least one (1) of requirements a and b	Must meet at least one (1) of requirements a and b	Must meet at least one (1) of requirements a and b	Must meet both a and b
2. <u>Profession/Community</u> a. Profession: makes professionally meaningful contributions with their expertise and actively engages in professional academic activities b. Community: provides meaningful services to the community connected to the mission of MSU	Not Required	Must meet at least one (1) of requirements a and b	Must meet at least one (1) of requirements a and b	Must meet both a and b