

## CRITERIA FOR NORMAL ACADEMIC MERIT ADVANCEMENT

### *Level: Assistant Professor I, II, III, and IV*

#### **Teaching:**

Average CAPE approval rates (Recommend instructor and recommend course categories) > 70%. Expected signs of initiating graduate student advising with a minimum of 1 Phd/MS.

#### **Service:**

Member of at least one departmental committee.

#### **Research:**

Average of two refereed journal or refereed symposium publications per year.

Strong emphasis on journal and symposium impact rate.

Participation in a minimum of two technical meetings and symposia per year in area of research.

Demonstrated ability to submit proposals for extramural funding (although the granting of a proposal is not considered as a requirement, it is expected that by the time of tenure consideration the candidate has obtained sufficient extramural funding to conduct his/her independent research).

### *Level: Associate Professor I, II, and III*

#### **Teaching:**

Average approval ratings on CAPE and departmental reviews same as Assistant level.

Demonstrated continued engagement in graduate student advising with a minimum of 1-2

PhD/MS students on a steady basis.

#### **Service:**

Member of at least 2 departmental committees (one if serving on a University-wide committee).

#### **Research:**

Average of two refereed journal or refereed symposium publications per year.

Strong emphasis on journal and symposium impact rate.

Participation in a minimum of two technical meetings and symposia per year in area of research.

Demonstrated continuing ability for extramural funding awards at a sufficient level to conduct his/her own independent research.

### *Level: Professor I-V*

#### **Teaching:**

Average approval ratings on CAPE and departmental reviews same as above. (> 70%)

Demonstrated continued engagement in graduate student advising with a minimum of 2-3

PhD/MS students on a permanent basis.

#### **Service:**

Member of at least 2 departmental committees and 2 ad hoc review committees. Recommended University-wide service. Demonstrated effort to improve civility and overall campus climate by continuously promoting collegiality and integrity of the faculty-student, faculty-faculty and faculty-staff relationships according to the ethical principles outlined in the Faculty Code of Conduct (APM - 015). Desirable participation in Editorial boards/Board of Advisors/International committees.

#### **Research:**

Average of three refereed journal/refereed symposium publications per year.

Participation in 2 technical meetings/symposia per year in area of research.  
Strong emphasis on journal and symposium impact rate.  
Demonstrated continuing ability for extramural funding awards at a sufficient level to conduct his/her own independent research.

***Level: Professor VI-IX***

**Teaching:**

Average approval ratings on CAPE and departmental reviews same as above (> 70%).  
Demonstrated continued engagement in graduate student advising with a minimum of 3 PhD/MS students on a permanent basis.

**Service:**

Member of at least 2 departmental committees and 2 ad hoc review committees. Recommended University-wide service. Demonstrated effort to improve civility and overall campus climate by continuously promoting collegiality and integrity of the faculty-student, faculty-faculty and faculty-staff relationships according to the ethical principles outlined in the Faculty Code of Conduct (APM - 015). Desirable participation in Editorial boards/Board of Advisors/International committees.

**Research:**

Average of three refereed journal or three refereed symposium publications per year and one invitation (per review period) to present an invited/plenary lecture at a symposium.  
Strong emphasis on journal and symposium impact rate.  
Demonstrated continuing ability for extramural funding awards at a sufficient level to conduct his/her own independent research.

***Level: Professor Above Scale***

**Teaching:**

Average approval ratings on CAPE and departmental reviews same as above (> 70%).  
Demonstrated continued engagement in graduate student advising with a minimum of 3-4 PhD/MS students on a permanent basis.

**Service:**

Member of at least 2 departmental committees and 2 ad hoc review committees. Recommended University-wide service. Demonstrated effort to improve civility and overall campus climate by continuously promoting collegiality and integrity of the faculty-student, faculty-faculty and faculty-staff relationships according to the ethical principles outlined in the Faculty Code of Conduct (APM - 015). Desirable participation in Editorial boards/Board of Advisors/International committees.

**Research:**

Average of three refereed journal or refereed symposium publications per year.  
One invitation (per review period) to present an invited/plenary lecture at a symposium.  
Strong emphasis on journal and symposium impact rate.  
Demonstrated continuing ability for extramural funding awards at a sufficient level to conduct his/her own independent research.