

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.

Criteria for Accelerated Advancement ([PPM 230-220-88](#))

An appointee whose performance is at an exceptional level over a period may be considered for accelerated advancement. Exceptional performance is defined as work that significantly exceeds the normal departmental expectations in one or more of the areas of review: research and other creative activities, teaching, professional competence and activities, and university and public service. The candidate for acceleration must also meet the departmental criteria for advancement in every area of review.

Acceleration proposals must address the department standards for normal merit advancement and articulate the manner in which the candidate's performance is exceptional. In parallel with normal merit advancement progress, the criteria for both good and exceptional performance become more rigorous with rank and step.

Evidence that a candidate's productivity is double that which is expected for normal advancement in the review period is typically sufficient to demonstrate a candidate's performance is exceptional for purposes of a one-step acceleration. In cases in which research productivity is greater than that required for normal advancement, but falls short of twice the expected rate, extraordinary achievements in additional performance criteria are necessary to justify accelerated advancement.