

Criteria for NTT Faculty Appointments, Reappointments, and Promotions School of Environmental and Biological Sciences

December 8, 2022

Introduction

Non-tenure track faculty (NTT) are critical to the teaching, research, service, engagement and outreach missions of the School of Environmental and Biological Sciences (SEBS) at Rutgers University. They are essential to meet programmatic needs within departments and provide specialized professional or research expertise. They are important contributing members of the academic community who are engaged in pedagogical innovation, scholarship, and mentorship of students, and they serve on department, school, and university committees. As members of the faculty, full-time NTT faculty members share in the governance of the school and of their respective departments, including voting on curricular matters and on personnel issues regarding the appointments and promotions of faculty and staff, as appropriate.

For appointments, reappointments and promotions, all faculty members – tenure-track and non-tenure track – are evaluated based on the three criteria of teaching, scholarship, and service, including extension scholarship, teaching, and practice. For non-tenure track faculty, the weighting of these criteria depends on the title series and focus of their appointment. NTT faculty members typically have a primary focus in one of the three criteria, consistent with their title as a Teaching Professor, a Research Professor, or a Professor of Professional Practice.

Non-tenure track faculty at SEBS are primarily, but not exclusively, devoted to teaching, research, or professional practice. Appointments, reappointments, and promotions of non-tenure track faculty may be made in recognition of accomplishments in teaching, scholarship, and/or service for teaching faculty; scholarship, teaching, and/or service for research faculty; teaching, professional practice, and/or service for professional practice faculty. Promotion in rank is not a requirement for continued employment nor is it an entitlement for years of service without evidence of exceptional merit, continued professional development, and contributions in the assigned role.

Consideration for promotion in rank includes preparation of a dossier using the existing university formats as detailed in the Academic Appointments Manual.

Consideration for promotion shall be reviewed at two levels: 1) a departmental committee and department chair, and 2) a school-level committee and the Executive Dean. Given the variation in number and types of NTT appointments in departments and schools, latitude is provided in the composition of such committees. At SEBS, departmental committees should include all tenured, tenure-track and NTT faculty members at or above the rank to which the candidate is being considered for promotion. At the school level, promotion review for non-tenure track faculty shall be conducted by the School's Appointments and Promotions Committee, with appropriate representation of NTT faculty on the committee, including NTT faculty within the same title series as the candidate seeking promotion. Evaluation of promotion packages by the Appointments and Promotions Committee will value and assess teaching, research, or service that incorporates the principles of diversity, equity, and inclusion as outlined by the Rutgers and SEBS Diversity Action Plans.

Teaching Title Series

For consideration in this title, the person must hold a graduate or professional degree in an appropriate discipline. Faculty in the teaching title series are essential contributing members of their departments and the broader university community and are expected to serve on departmental, school, or university committees, as appropriate to their position.

Evaluation criteria for reappointment and/or promotion shall be consistent with the specific appointment of the faculty member and the mission of the school and department. Appointments will be renewable and contingent upon successful reappointment review. Reappointment at all ranks is subject to a continued need for the position, availability of funding, and a positive formal evaluation with excellence in teaching as evaluated by students and department/program supervisor(s), demonstrated teaching effectiveness in all courses assigned, and excellence in contributions outside the classroom, as appropriate. Teaching is the fundamental endeavor for non-tenure track teaching faculty and is the primary criterion for reappointment and promotion. A key qualification is teaching experience appropriate for the range of courses to be taught.

Non-tenure track teaching faculty members are expected to meet the teaching criteria outlined for all faculty in Policy Document 60.5.14. Excellent teachers communicate enthusiasm for their subject and have a responsibility to create a positive environment for learning and one that stimulates imaginative thinking. They maintain a critical attitude toward their teaching and continuously strive to improve it by actively participating in teaching development courses, seminars, workshops, and informal discussions with peers and mentors. Holistic evaluation criteria for appointment, reappointment and/or promotion shall be consistent with the mission of the school and department, including teaching, research, and service focused on the principles of diversity, equity, and inclusion as outlined in the Rutgers and SEBS Diversity Action Plans.

It is recommended that faculty seeking promotion include a teaching portfolio (a formative document that includes a description of teaching responsibilities, a teaching philosophy statement, and evidence of effective teaching) as part of the materials submitted for evaluation. Examples of possible additional materials to be included in the evaluation consist of appropriate documentation of:

- Course development activities, outcomes, and/or impacts
- Contributions to curriculum development
- Active participation in department and school committees and initiatives
- Teaching awards and recognition
- Advising role in student awards and competitions
- Professional development activities
- Training in inclusive pedagogy and implementation in the classroom
- Presentations at academic conferences
- Scholarship and publications, as appropriate
- Authorship of textbooks
- Involvement and guidance of students in independent scholarly activities
- Oversight of student internships or other experiential learning activities
- Guidance of students' preparation of presentations, reports, and peer-reviewed publications
- Mentorship of other faculty, Part-time Lecturers, or Teaching or Graduate Assistants
- Service to the candidate's profession, department, school, and society
- Engagement with and service to the community including underserved communities

Teaching Instructor

Appointment Criteria

Advanced degree (master's degree or doctorate) in an appropriate discipline and teaching experience appropriate for the range of courses to be taught.

Expectations

The primary responsibilities of a Teaching Instructor are to the instructional programs of the department and school. The appointee should show promise and capacity for excellence in carrying out the full range of duties associated with teaching. Depending on the position, there may be additional related assignments, such as supervisory, advisory, laboratory, field work, programmatic, and administrative duties. Appointment at this rank consists of a series of one to multiple-year renewable appointments.

Reappointment Criteria

Reappointment is contingent on the continued need and funding for the position, satisfactory performance of duties, demonstrated teaching effectiveness in all courses assigned, positive student and faculty evaluation, and excellence in contributions outside the classroom, as appropriate.

Promotion Criteria to the rank of Assistant Teaching Professor

Promotion to Assistant Teaching Professor involves demonstration of teaching effectiveness in all courses assigned as evaluated by students and faculty peers, impact on student learning, excellence in carrying out the range of duties associated with teaching, extended achievement in teaching, and enhancement of the department's teaching programs. In addition, candidates should have made significant additional contributions outside the classroom, such as course development, supervision of staff and/or students, participation in educational initiatives of the department/program, or program assessment, as appropriate to the discipline and the appointment.

Assistant Teaching Professor

Appointment Criteria

Advanced degree (typically doctorate) in an appropriate discipline, teaching experience and demonstrated excellence in carrying out the full range of duties associated for the range of courses to be taught.

Expectations

The primary responsibility of an Assistant Teaching Professor is to the instructional program of the department and school. The appointee should show the capacity for excellence in carrying out the full range of duties associated with teaching. A key qualification is teaching experience appropriate for the range of courses to be taught. Additional responsibilities, depending on the faculty member's expertise and the department's curricular needs and goals, may include overseeing undergraduate research (thesis, honors, etc.), mentoring graduate and teaching assistants, student recruitment and advising, course and curriculum development, appointment as a program director, and service and outreach.

Reappointment Criteria

Reappointment is contingent on the continued need and funding for the position, satisfactory performance of duties, demonstrated teaching effectiveness in all courses assigned, positive student and faculty evaluation, and excellence in contributions outside the classroom, as appropriate.

Promotion Criteria, to the rank of Associate Teaching Professor

Promotion to the rank of Associate Teaching Professor is based on demonstrated excellence in carrying out the range of duties in instruction, evidence of professional growth and capacity in teaching, and pedagogical and/or other scholarship. Candidates should also have made significant contributions outside the classroom, such as course development, program assessment, program development and implementation of educational initiatives of the department/program, or development of externally funded educational or research programs, as appropriate to the department and the appointment.

Associate Teaching Professor

Appointment Criteria

Advanced degree (typically doctorate) in an appropriate discipline, teaching experience, and demonstrated excellence in carrying out the full range of duties associated with the courses to be taught, evidence of professional growth and capacity in teaching, of pedagogical and/or other scholarship, and of significant contributions outside the classroom, as appropriate to the department and the appointment.

Expectations

The Associate Teaching Professor serves an essential role in the teaching program of the department and school through teaching and responsibilities to the departmental community. The appointee should show excellence in carrying out the full range of duties associated with teaching. In addition to teaching, the Associate Teaching Professor may have additional responsibilities, such as overseeing undergraduate research (theses, honors, etc.), mentoring junior colleagues and graduate and teaching assistants, student recruitment and advising, course or curriculum development, development of teaching materials and/or textbooks, appointment as a program director, and service and outreach.

Reappointment Criteria

Reappointment is contingent on the continued need and funding for the position, satisfactory performance of duties, excellence in teaching as evaluated by students and department/program, demonstrated teaching effectiveness in all courses assigned, and excellence in contributions outside the classroom, as appropriate.

Promotion Criteria, to the rank of Teaching Professor

Promotion to the rank of Teaching Professor is based on demonstrated excellence in teaching as evaluated by students, peers, and department/program supervisors, demonstrated teaching effectiveness in all courses assigned, and a demonstrated record of achievement and national visibility in teaching and pedagogical innovation, curriculum development, and program leadership. Candidates should have made significant contributions outside the classroom, such as course development and program assessment, development and implementation of educational initiatives of the department/program, development of textbooks, or development of externally funded educational and research programs, as appropriate to the discipline and the appointment.

Teaching Professor

Appointment Criteria

Advanced degree (typically doctorate) appropriate to the discipline, demonstrated excellence in carrying out the full range of duties associated with the range of courses to be taught, extended achievement in teaching, impact on student learning, and enhancement of the department's teaching programs, national visibility of pedagogical and/or other scholarship, and significant contributions outside the classroom, as appropriate to the discipline and the appointment.

Expectations

The Teaching Professor title denotes significant contributions to and leadership within the department's teaching mission and pedagogical practices. In addition to being exemplary teachers, Teaching Professors are instructional leaders and may have additional responsibilities, such as curricular oversight, supervising undergraduate research (thesis, honors, etc.), mentoring junior colleagues and graduate and teaching assistants, overseeing course development or special instructional initiatives such as textbooks, student recruitment and advising, appointment as a program director, and/or special outreach or service duties.

Reappointment Criteria

Reappointment is contingent on the continued need and funding for the position, excellence in performance of duties and teaching as evaluated by students and the department/program, demonstrated teaching effectiveness in all courses assigned, excellence in a variety of contributions outside the classroom related to the educational mission of the department/program, and demonstrated service in accordance with the mission of the department and the University, as appropriate for the appointment.

Promotion Criteria, to the rank of Distinguished Teaching Professor

The designation of Distinguished Teaching Professor is reserved for those faculty in the University who have achieved eminence in the field of teaching within their discipline. The standard for promotion to Distinguished Teaching Professor is significantly higher than that applied in promotion to Teaching Professor. Promotion to the rank of Distinguished Teaching Professor is based on a demonstrated record of achievement and national/international visibility in teaching and pedagogical innovation, curriculum development, and program leadership. A candidate for promotion to Distinguished Teaching Professor should be an exemplary member of the University faculty who has consistently demonstrated a high standard of achievement in all professorial roles.

Distinguished Teaching Professor

Appointment Criteria

Advanced degree (typically doctorate) appropriate to the discipline, demonstrated excellence over a period of years in carrying out the full range of duties associated for the range of courses to be taught, extended achievement in teaching, impact on student learning, and enhancement of the department's teaching programs, visibility for pedagogical and/or other scholarship, and significant additional contributions outside the classroom, as appropriate to the discipline and the appointment.

Expectations

The Distinguished Teaching Professor title denotes exemplary contributions to and leadership within the department's teaching mission and the discipline's pedagogical practices. In addition to being exemplary teachers, Distinguished Teaching Professors are instructional leaders and may have additional responsibilities, such as curricular oversight, supervising undergraduate research (thesis, honors, etc.), mentoring junior colleagues and graduate and teaching assistants, overseeing course development or special instructional initiatives such as textbooks, student recruitment and advising, appointment as a program director, and/or special outreach or service duties.

Reappointment Criteria

Reappointment is contingent on the continued need and funding for the position, excellence in performance of duties and teaching as evaluated by students, department/program, demonstrated teaching effectiveness in all courses assigned, excellence in a variety of contributions outside the classroom related to the educational mission of the department/program, and demonstrated service in accordance with the mission of the department and the University, as appropriate for the appointment.

Research Title Series

For consideration in this title, the person must hold a graduate or professional degree in an appropriate discipline. Faculty in the research title series are considered contributing members of their departments and the broader university community; as such, they may contribute to the teaching mission and may serve on departmental, school, or university committees, as appropriate to their position. Evaluation criteria for consideration for re-appointment and/or promotion shall be consistent with the specific appointment and the mission of the school and department. Appointments will be renewable and contingent upon successful reappointment. In all cases, reappointment is subject to a continued need for the position, availability of funding, and a positive formal evaluation. For research faculty, excellence in scholarship, including research accomplishment, is the primary criterion for reappointment and promotion, including research that incorporates diversity, equity, and inclusion and/or collaborates with underserved communities. Non-tenure track research faculty members are expected to meet the research criteria outlined for all faculty in Policy Document 60.5.14.

Research Associate

Appointment Criteria

Advanced degree (master's degree or doctorate) in an appropriate discipline and research experience appropriate for the program.

Expectations

The primary responsibility of a Research Associate is to the scholarly programs of the department and school. There may be additional responsibilities depending on the faculty member's expertise and the department's needs and goals, which may include participation in teaching, service and outreach.

Reappointment Criteria

Reappointment is contingent on satisfactory performance of duties, positive faculty evaluation, and continued need and funding for the position.

Promotion Criteria, to the rank of Assistant Research Professor

Promotion to Assistant Research Professor involves demonstration of excellence and achievement in scholarship, including a record of demonstrable contributions to grant development, research, publications, and evidence of professional growth. Promotion is contingent on the continued need for the position and availability of funding.

Assistant Research Professor

Appointment Criteria

Advanced degree (typically doctorate) in an appropriate discipline and research experience and demonstrated excellence in scholarship, including a publication record appropriate to the research program.

Expectations

The primary responsibility of an Assistant Research Professor is to the scholarly programs of the department and school. There may be additional responsibilities depending on the faculty member's expertise and the department's needs and goals, which may include participation in teaching, service, and outreach.

Reappointment Criteria

Continued need and funding for the position and excellence in performance in carrying out the full range of duties associated with the particular position.

Promotion Criteria, to the rank of Associate Research Professor

Promotion to the rank of Associate Research Professor is based on demonstrated continued excellence in scholarship and an established record of being a key member of an externally supported research program. Scholarship, as measured by peer recognition of its originality, impact on, and importance to the development of the field, is demonstrated most typically by refereed publications of primary or applied research, such as journal articles and books of high quality, presentations at scientific conferences or seminar invitations at other universities, and participation in scientific societies of the discipline. Scholarship and research accomplishments are also demonstrated by the design and execution of applied research in the laboratory, in the field, or within the community and by evidence of scholarly independence in an externally funded research program. Promotion is contingent on the continued need for the position and availability of funding.

Associate Research Professor

Appointment Criteria

Advanced degree (typically doctorate) in an appropriate discipline and research experience and demonstrated excellence in scholarship, with a consistent record of publication of primary or applied research appropriate to the research program, and external funding to support the research.

Expectations

The primary responsibility of an Associate Research Professor is to the scholarly programs of the department and school. There may be additional responsibilities depending on the faculty member's expertise and the department's needs and goals, which may include participation in teaching, service, and outreach.

Reappointment Criteria

Continued need and funding for the position and excellence in performance in carrying out the full range of duties associated with the particular position.

Promotion Criteria, to the rank of Research Professor

Promotion to the rank of Research Professor is based on demonstrated continued excellence in scholarship. An individual promoted to this rank will have made substantial progress and demonstrated

national distinction in all criteria beyond that required at the associate professor level, demonstrated continued excellence in scholarship with a consistent record of publication of primary or applied research, and being the recipient of external funding to support the research. Promotion is contingent on the continued need for the position and availability of funding.

Research Professor

Appointment Criteria

Advanced degree (doctorate) in an appropriate discipline, demonstrated excellence in scholarship, including a consistent record of independent external funding as Principal Investigator, publication of primary or applied research appropriate to the research program, and demonstrated distinction in the appropriate field of research.

Expectations

The primary responsibility of a Research Professor is to the scholarly programs of the department and school. There may be additional responsibilities depending on the faculty member's expertise and the department's needs and goals, which may include participation in teaching, service, and outreach.

Reappointment Criteria

Continued need and funding for the position and excellence in performance in carrying out the full range of duties associated with the particular position.

Promotion Criteria, to the rank of Distinguished Research Professor

A candidate for promotion to Distinguished Research Professor should be an exemplary member of the University faculty who has demonstrated a high standard of achievement in all professorial roles. The designation of Distinguished Professor is reserved for those faculty in the University who have achieved scholarly eminence in their discipline and fields of inquiry. The standard for promotion to Distinguished Professor is significantly higher than that applied in promotion to professor. Typically, such recognition is reflected by a national and international reputation in one's discipline.

Distinguished Research Professor

Appointment Criteria

Advanced degree (doctorate) in an appropriate discipline, demonstrated scholarly eminence in their discipline and fields of inquiry, excellence in scholarship with consistent record of external funding and publication of primary or applied research appropriate to the research program, and consistent high standard of achievement in all professorial roles, and external funding to support the research.

Expectations

The primary responsibility of a Distinguished Research Professor is to the scholarly programs of the department and school. There may be additional responsibilities depending on the faculty member's

expertise and the department's needs and goals, which may include participation in teaching, service, and outreach.

Reappointment Criteria

Continued need and funding for the position and excellence in performance in carrying out the full range of duties associated with the particular position.

Professional Practice Title Series

Faculty within the Professional Practice title series provide a bridge between the academic study of a discipline and its applied practice. The Professional Practice title series is intended for faculty whose primary role is related to professional development, integration of academic scholarship with practical experience, discipline-based education research, and/or instruction or research related to practical skills in the professions. It enables experienced practitioners to teach the skills, values, and expectations of a profession, to create, sustain, and supervise opportunities for student internships, research projects, and other experiential learning, provide career advising, and to engage practitioners both inside and outside of the academy. They also contribute to advancing their profession, by connecting practitioners with emerging scholarship and best practices developed within the academy, and with faculty, students, and staff at the cutting edge of research and policy that may significantly improve the practice of a profession.

For consideration in this title, the person must hold a graduate or professional degree in an appropriate discipline and have demonstrated excellence within their professions. Professional Practice faculty members are active in their profession in ways that contribute to their assignment within the University, and may conduct primary or applied research, including that associated with applied professional practice, engage in advising, consulting, or outreach activities, serve on committees of technical and professional societies and associations, community, industry, governmental, or non-governmental organizations, serve in government-appointed positions related to their professional practice, and similar activities. Faculty in the professional practice title series are essential contributing members of their departments and of the broader university community. They may contribute to the teaching, research, service, engagement, and outreach missions of the University, including research that incorporates diversity, equity, and inclusion and/or collaborates with underserved communities, and may serve on departmental, school, or university committees, as appropriate to their position.

Evaluation criteria for consideration for reappointment and/or promotion shall be consistent with the specific appointment and the mission of the school and department. Appointments will be renewable and contingent upon successful reappointment. Reappointment at all ranks is subject to a continued need for the position, availability of funding, and a positive formal evaluation with excellence in professional practice. For consideration in this title, the person must hold a graduate or professional degree in the discipline (or a related discipline), professional certification(s) if relevant, and/or significant professional experience.

Instructor of Professional Practice

Appointment Criteria

Advanced degree (master's degree or doctorate) in an appropriate discipline, documented experience in professional practice and/or noteworthy accomplishments as a practitioner, teaching experience appropriate for the range of courses to be taught, and a record of scholarship and/or practice appropriate to the appointment.

Expectations

The primary responsibilities of an Instructor of Professional Practice are to serve as a bridge between the academic study of a discipline and its applied practice, and to prepare students to enter employment as a professional practitioner. An Instructor of Professional Practice is active in the practice

of the profession, in teaching and/or research related to the profession, and in engagement with practitioners within and outside of academia. The appointee should show promise and capacity for excellence in carrying out the full range of duties associated with the teaching, research, professional practice, engagement and/or outreach associated with this position.

Reappointment Criteria

Reappointment is contingent on continued need and funding for the position and satisfactory performance of duties, including engagement with the profession and its practitioners, demonstrated teaching effectiveness in all courses assigned, as evaluated by students and the department. If engaged in research, satisfactory performance includes demonstrating the capacity for scholarly excellence.

Promotion Criteria to the rank of Assistant Professor of Professional Practice

Promotion to Assistant Professor of Professional Practice involves demonstration of excellent performance in the title of Instructor of Professional Practice. Key to promotion is demonstration of how the candidate has effectively linked the University and its students with the profession and its practitioners, effectively prepared students to enter the profession, demonstrated excellence in teaching as evaluated by students and the department, excellence in scholarship (as appropriate to the position) and sustained and productive engagement with the profession and its practitioners.

Assistant Professor of Professional Practice

Appointment Criteria

Advanced degree (typically doctorate) in an appropriate discipline, a record of excellence in professional practice and/or noteworthy accomplishments as a practitioner, teaching experience appropriate for the range of courses to be taught, and a record of scholarship appropriate to the appointment.

Expectations

The primary responsibilities of an Assistant Professor of Professional Practice are to serve as a bridge between the academic study of a discipline and its applied practice, and to prepare students to enter employment as a professional. Assistant Professors of Professional Practice are expected to be active professional practitioners committed to connecting the academic and professional communities through teaching, scholarship, professional practice, engagement opportunities, and outreach. The Assistant Professor of Practice applies their professional experience to teaching, advising, and creation of engagement and outreach activities to teach students essential skills, values, and expectations associated with the profession.

An Assistant Professor of Professional Practice must have demonstrated excellence in carrying out the full range of duties associated with the teaching, research, professional practice, engagement and/or outreach associated with this position. Depending on the faculty member's expertise and the department's curricular needs and goals the appointee may have additional responsibilities such as supervising undergraduate research (theses, honors, etc.), overseeing experiential internship programs, mentoring graduate and teaching assistants, serving on curriculum assessment, teaching, or research committees. They may also have supervisory, advisory, laboratory, field work, programmatic, and administrative duties.

Reappointment Criteria

Reappointment is contingent on continued need and funding for the position and satisfactory performance of duties, including engagement with the profession and its practitioners, and

demonstrated teaching effectiveness in all courses assigned, as evaluated by students and the department. If engaged in research, satisfactory performance includes demonstrating the capacity for scholarly excellence, which may include applied projects associated with professional practice. Demonstrated excellence in contributions outside the classroom are also expected.

Promotion Criteria to the rank of Associate Professor of Professional Practice

Promotion to Associate Professor of Professional Practice involves demonstration of a record of professional accomplishments, teaching excellence, and effectiveness in bridging the academic and professional communities. In addition to teaching, the Associate Professor of Professional Practice may also lead in the development of engagement and outreach activities (e.g., internships, experiential learning, mentoring) that provide effective connections between the department, the profession, and society. Candidates are expected to make significant contributions outside the classroom, including sustained and productive engagement with the profession and its practitioners, service on appropriate professional, governmental or non-governmental committees, or as researchers or consultants on impactful projects. They are also expected to demonstrate other service in accordance with the mission of the department and the University.

Associate Professor of Professional Practice

Appointment Criteria

Advanced degree (typically doctorate) in an appropriate discipline, demonstration of a record of professional accomplishments and recognition of professional expertise, teaching excellence, scholarship, effectiveness in bridging the academic and professional communities, and service appropriate to the appointment.

Expectations

The primary responsibilities of an Associate Professor of Professional Practice are to serve as a bridge between the academic study of a discipline and its applied practice, and to prepare students to enter employment as a professional. Associate Professors of Professional Practice are expected to be active professional practitioners committed to connecting the academic and professional communities through teaching, scholarship, engagement opportunities, and outreach. The Associate Professor of Practice applies their professional experience to teaching, advising, and creation of engagement and outreach activities to teach students essential skills, values, and expectations associated with the profession.

An Associate Professor of Professional Practice must have demonstrated excellence in teaching, professional practice and/or research related to the profession, and in engagement with practitioners within and outside academia. The appointee should show excellence in carrying out the full range of duties associated with the teaching, research, professional practice, engagement and/or outreach associated with this position. Depending on the appointment, there may be additional related assignments, such as supervisory, advisory, laboratory, field work, programmatic, project administration and management, and administrative duties. Additional responsibilities, depending on the faculty member's expertise and the department's curricular needs and goals may include supervising undergraduate research (theses, honors, etc.), overseeing experiential internship programs, mentoring graduate and teaching assistants, serving on curriculum assessment, teaching, or research committees. The Associate Professor of Professional Practice may also lead in the development of engagement and outreach activities such as internships, experiential learning, professional practice projects, etc., that provide effective connections between the department, the profession, and society.

Reappointment Criteria

Reappointment is contingent on continued need and funding for the position and satisfactory performance of duties, including engagement with the profession and its practitioners, professional practice, and demonstrated teaching effectiveness in all courses assigned, as evaluated by students and the department. If engaged in research, satisfactory performance includes demonstrating the capacity for scholarly excellence. Demonstrated excellence in contributions outside the classroom, as appropriate are also expected as is demonstrated service in accordance with the mission of the department and the University, appropriate to the level of the appointment.

Promotion Criteria to the rank of Professor of Professional Practice

Promotion to Professor of Professional Practice involves demonstration of excellent performance in the title of Associate Professor of Professional Practice, and national or international prominence in the field. Key to promotion is demonstration of the impacts the candidate has had in effectively linking the University and its students with the profession and its practitioners, effectively preparing students to enter the profession. This should be accompanied by demonstrated excellence in teaching as evaluated by students and the department, excellence in research (as appropriate to the position), significant contributions outside the classroom, such as course or program development or assessment, or externally funded research, service on professional, governmental or non-governmental committees as appropriate, sustained and productive engagement with the profession and its practitioners, and demonstrated service to society, the profession, and to the department and University as appropriate to the appointment.

Professor of Professional Practice

Appointment Criteria

Advanced degree (typically doctorate) in an appropriate discipline, demonstration of a record of professional accomplishments and national or international recognition of professional expertise, teaching excellence, scholarship, effectiveness in bridging the academic and professional communities, and demonstrated service to society, the profession, and to the department and University as appropriate to the appointment.

Expectations

The primary responsibilities of a Professor of Professional Practice are to serve as a bridge between the academic study of a discipline and its applied practice, and to prepare students to enter employment as a professional. Professors of Professional Practice are expected to be active professional practitioners of national or international prominence, who are committed to connecting the academic and professional communities through teaching, scholarship, engagement opportunities, and outreach. The Professor of Practice applies their professional experience to teaching, advising, and creation of engagement and outreach activities to teach students essential skills, values, and expectations associated with the profession.

A Professor of Professional Practice must have demonstrated excellence in teaching, professional practice, and/or scholarship related to the profession, and in engagement with practitioners within and outside academia. The appointee should show excellence in carrying out the full range of duties associated with the teaching, research, professional practice, engagement and/or outreach associated with this position. Depending on the appointment, there may be additional related assignments, such as

supervisory, advisory, laboratory, field work, programmatic, and administrative duties. Additional responsibilities, depending on the faculty member's expertise and the department's curricular needs and goals may include supervising undergraduate research (theses, honors, etc.), overseeing experiential internship programs, mentoring graduate and teaching assistants, and serving on curriculum assessment, teaching, or research committees. The Professor of Professional Practice may also lead in the development of engagement and outreach activities such as internships, experiential learning, professional practice projects, etc., that provide effective connections between the department, the profession, and society. The Professor of Professional Practice may also play leadership roles in professional organizations, engage in advising, consulting, or outreach activities, serve on committees of technical and professional societies and associations, community, industry, governmental, or non-governmental organizations, and similar activities.

Reappointment Criteria

Reappointment is contingent on continued need and funding for the position and satisfactory performance of duties, including engagement with the profession and its practitioners, and demonstrated teaching effectiveness in all courses assigned, as evaluated by students and the department. If engaged in research, satisfactory performance includes demonstrating scholarly excellence. Demonstrated excellence in contributions outside the classroom, including service to the profession, University, department, and society as appropriate to the position are also expected.

Promotion Criteria to the rank of Distinguished Professor of Professional Practice

The designation of Distinguished Professor is reserved for those faculty in the University (usually already in the rank of Professor) who have achieved eminence in their profession and in the fields of teaching and practice. The standard for promotion to Distinguished Professor is significantly higher than that applied in promotion to the rank of Professor. A candidate for promotion to Distinguished Professor of Professional Practice should be an exemplary member of the University faculty who has consistently demonstrated a high standard of achievement in his/her profession and professorial responsibilities.

Key to promotion to the rank of Distinguished Professor of Professional Practice is demonstration of the significant impacts the candidate has had over a sustained period. These include effectively linking the University and its students with the profession and its practitioners, effectively preparing students to enter the profession. This should be accompanied by demonstrated excellence in teaching as evaluated by students and the department, excellence in professional practice and research (as appropriate to the position), significant contributions outside the classroom, such as course or program development or assessment, or externally funded research, service on professional committees as appropriate, sustained and productive engagement with the profession and its practitioners, and demonstrated service to society, the profession, and to the department and University as appropriate to the appointment.

Distinguished Professor of Professional Practice

Appointment Criteria

Advanced degree (typically doctorate) in an appropriate discipline, demonstration of a sustained record of a high level of professional achievements and national or international recognition of professional expertise, teaching excellence, scholarship, professional practice, effectiveness in bridging the academic and professional communities, and demonstrated service to society, the profession, and to the department and University as appropriate to the appointment.

Expectations

The primary responsibilities of a Distinguished Professor of Professional Practice are to serve as a leader in bridging the academic study of a discipline and its applied practice, and to prepare students to enter employment as a professional. Distinguished Professors of Professional Practice are expected to be leaders in professional practice of national or international prominence, who are committed to connecting the academic and professional communities through teaching, scholarship, engagement opportunities, and outreach. The Distinguished Professor of Practice applies their professional experience to teaching, advising, and creation of engagement and outreach activities to teach students essential skills, values, and expectations associated with the profession.

A Distinguished Professor of Professional Practice must have demonstrated excellence and leadership in teaching and/or research related to the profession, and in engagement with practitioners. The appointee should show excellence in carrying out the full range of duties associated with the teaching, research, engagement and/or outreach associated with this position. Depending on the appointment, there may be additional related assignments, such as supervisory, advisory, laboratory, field work, programmatic, and administrative duties. Additional responsibilities, depending on the faculty member's expertise and the department's curricular needs and goals may include supervising undergraduate research (theses, honors, etc.), overseeing experiential internship programs, mentoring graduate and teaching assistants, serving on curriculum assessment, teaching, or research committees. The Distinguished Professor of Professional Practice may also lead in the development of engagement and outreach activities such as internships, experiential learning, professional practice projects, etc., that provide effective connections between the department, the profession, and society. The Distinguished Professor of Professional Practice are expected to play leadership roles in professional practice, and may engage in advising, consulting, or outreach activities, serve on committees of technical and professional societies and associations, community, industry, governmental, or non-governmental organizations, and similar activities.

Reappointment Criteria

Reappointment is contingent on continued need and funding for the position and satisfactory performance of duties, including engagement with the profession and its practitioners, and demonstrated teaching effectiveness in all courses assigned, as evaluated by students and the department. If engaged in research, satisfactory performance includes demonstrating scholarly excellence. Demonstrated excellence in contributions outside the classroom, including service to the profession, University, department, and society as appropriate to the position are also expected.

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Committee: Debashish Bhattacharya, Sanjib Bhuyan, Wendie Cohick, Rong Di, William Hallman, Thomas Leustek, Julie Lockwood, Marci Meixler, Joshua Miller, Holly Nelson, Craig Phelps, Dana Price, Nathan Yee, Aparna Zama, Max Häggblom (Chair)