

# Departmental or College Weighted Criteria for Promotion

## Department-specific Criteria

### Cross-Disciplinary Studies

#### 2.4 - Promotion

##### Promotion

The criteria and statements in this document are intended to supplement and clarify the statements in Tennessee Board of Regents and East Tennessee State University policy regarding promotion, specifically for faculty in the Division of Cross-Disciplinary Studies program. This document does not repeat the criteria and statements referenced in the ETSU *Faculty Handbook* and is to be considered an addition to them. If any contradiction is perceived, the ETSU *Faculty Handbook* takes precedence.

The criteria and statements for promotion in the Division of Cross-Disciplinary Studies should be applied in light of the overall assignment of the candidate. For example, the Director of the program would be expected to have a greater allocation of time and energy to service (program management and development) than a faculty member without a substantial administrative assignment.

As noted under the section on tenure, if graduate teaching is or may be an expectation in the future, candidates for promotion and tenure will be expected to document the level of performance appropriate for graduate faculty.

#### 2.4.7 - Expectations for Assistant Professor

As noted under general criteria, if graduate teaching is or may be an expectation in the future, candidates for promotion and tenure will be expected to document the level of performance appropriate for graduate faculty.

#### 2.4.8.4 - Teaching effectiveness

Teaching: In addition to criteria in the ETSU *Faculty Handbook*, the candidate for promotion to Associate Professor is expected to document that his/her instruction is appropriate, including

- A high level of intellectual stimulation and rigor
- Assignments, papers, and projects that develop students' skills in independent research, synthesis, writing, and oral presentation

- Content, assignments, papers, and projects that develop students' ability to solve problems and think critically
- Appropriate use of current and emerging instructional technology.

Faculty who teach in the Division of Cross-Disciplinary Studies are expected to teach at ETSU's extended campuses, online, or in off-campus cohort programs, when assigned; and to provide high-quality instruction to all students in the Division of Cross-Disciplinary Studies. The candidate is responsible for consulting with supervisors to identify, collect, and analyze multiple substantial sources of evidence to document the nature and quality of instruction, including Student Assessment of Instruction, peer observation and evaluation of instruction, and other sources of evidence.

#### **2.4.8.5 - Service**

Service: In addition to criteria in the ETSU *Faculty Handbook*, the candidate for promotion to Associate Professor in the Division of Cross-Disciplinary Studies is expected to present an array of evidence that demonstrates:

- Involvement in national or regional professional organizations that will support the candidate's continuing development in interdisciplinary studies or related areas, including continuing currency in disciplinary research and theory, leadership in interdisciplinary studies or related areas, and professional recognition.
- Commitment to and active involvement in undergraduate and graduate education, including interest, commitment, and competence in recruiting, advising, retaining, developing and mentoring students.

The candidate is responsible for consulting with supervisors to plan service activities and to collect and analyze appropriate documentation.

#### **2.4.8.6 - Productivity**

Research/Scholarship/ Creative Activity: In addition to criteria in the ETSU *Faculty Handbook*, the candidate for promotion to Associate Professor in the Division of Cross-Disciplinary Studies is expected to present evidence of achievement in scholarship:

- Four to six articles of reasonable length and good quality published in recognized international or national refereed journals of good

quality or the equivalent level of achievement in

- Other types of peer-reviewed publications, including book chapters, monographs, book-length works
- Creative products and activities (exhibitions, recitals, performances, publications, etc.) with appropriate peer review for acceptance and critical review and evaluation of quality
- An array of additional scholarly accomplishments in supporting areas, such as
  - Peer-reviewed publications with regional or state readership
  - Papers presented at national, regional, and state meetings of professional organizations
  - Funded projects (external or internal)
  - Non-peer reviewed scholarly articles and other publications
  - Non-traditional scholarly or creative products, e.g., scholarly items in media other than print and creative products in non-traditional media
  - Publications for popular audience
  - Book reviews, minor publications, etc.

The successful candidate for promotion to Associate Professor will demonstrate an established, coherent program of scholarly activity that shows strong potential for continuation and growth. The candidate is responsible for consulting with supervisors and collecting and analyzing evidence of the nature and quality of all scholarly/creative accomplishments.

#### **2.4.9 - Expectations for Professor**

The criteria for promotion to the rank of Professor in the Division of Cross-Disciplinary Studies build on the criteria for the rank of Associate Professor. The successful candidate for promotion to Professor will demonstrate all the activities and accomplishments for tenure and the rank of Associate Professor at a substantially higher level of performance, including:

- Sustained, regular, high-quality involvement in teaching, scholarly activity, and service since the award of tenure and the rank of Associate Professor.
- Significant improvement over time in the quality of teaching, scholarly activity, and service. In the case of scholarly activity and service, increased quantity of accomplishments is also expected with experience.
- Development of leadership in teaching, scholarly activity, and service within the university, research and creative activity in the disciplinary area(s). “Leadership” will include serving in leadership roles, various forms of peer recognition as a leader, awards and citations, and providing guidance and support to undergraduate and graduate students and beginning faculty members.
- The successful candidate for promotion to the rank of Professor will document an overall profile of an established, competent senior faculty member who may reasonably be expected to continue to serve indefinitely as a leader within the university and within his/her disciplinary communities.

The candidate is responsible for consulting with supervisors and collecting and analyzing appropriate documentation for promotion to the rank of Professor.