

Tenure and Promotion Criteria
Department of Child & Family Studies,
College of Behavioral and Community Sciences

Philosophy and Principles

In developing appropriate criteria for tenure and promotion decisions, the Department of Child and Family Studies (CFS) has sought to align these criteria with the vision, mission, and strategic priorities of the Department as

candidate's work is published or of other venues

support or personnel preparation; and other forms of documentation that indicate the quality of teaching activities.

These efforts can be represented in a variety of ways including documentation of the following: a review of a candidate's course that is conducted by a supervisor or tenured faculty member and includes teaching observation and examination of course documents; student course ratings for each course taught during the period included in the application for tenure or promotion; contributions to student development that include leading study abroad programs, supervising special projects for students, guiding service learning, or student projects related to community engagement; contributions to student development that could include advising students, membership on student thesis, dissertation, or field project committees, supervision of a capstone project, supervision of a student during internship or practicum, and mentoring students in teaching; documentation of substantial contribution to student development by serving as a chair or co-chair of students' thesis, dissertation, or field project committees or supervision of directed or independent studies; efforts to improve teaching by attending professional development seminars on teaching, incorporating new teaching strategies and emerging technology, conducting research on teaching, or publishing research on teaching in one's field; development or creative utilization of new instructional materials or new technology that contributes to the quality of the instruction as noted during teaching reviews; receipt of teaching or mentorship awards; provision of teaching workshops to faculty (e.g., course development and delivery); participation in instructional activities that could include the development of a new course, new program, or academic concentration; teaching-related publications including textbooks and journal articles; and funding or grants related to teaching including personnel preparation grants, foundation funding, or other funding sources for student preparation.

Service

Service is defined as professiona

community/state/national/international agencies, serving on boards and accreditation bodies, and providing public lectures relevant to the discipline.

Approval History

Approved by Faculty Vote: 2/10/2015

Approved by Dean Serovich: April, 2015

Criteria for Promotion from Associate to Full Professor

The indicators of excellence used to assess the viability of tenure applications are used for promotion to Full Professor, but with higher levels of expectations. To be promoted from Associate Professor to Full Professor in this Department, it is expected that a faculty member is a leading scholar in his or her area(s) of specialization at the national or international level with an established record of research and scholarly activity that has national visibility. Candidates for Full Professor should demonstrate achievements in teaching and mentoring that are beyond that shown in tenure. There should be continued excellence in teaching as indicated by course evaluations and success in attracting and mentoring graduate students. In addition, candidates may demonstrate leadership through documentation of engagement in curriculum development, program development, accreditation reviews, consultation to other higher education programs or departments on academic programs or teaching, publishing with students, mentoring junior faculty, or mentoring graduate students. Candidates for Full Professor should have an established record for service that includes leadership roles in the Department, College and University, professional organizations, and the community.