Tenure and Promotion Policy
The Teachers College
Effective no later than 8/01/12

Following are The Teachers College’s teaching, scholarship, and service criteria for tenure and promotion. While the criteria include some specific guidelines, an effort was made to leave the criteria general enough to permit departments some flexibility in their Faculty Recognition Committee documents. If there is a question about any of the criteria, especially in the area of scholarship, the faculty member should consult with the department chair for guidance and/or approval of the activity or publication. Borderline acceptable activities or publications are unlikely to receive approval after they have occurred.

**Teaching:** It is expected that TEVAL student ratings are near 4.0 or higher or do not consistently fall below the average ratings for the department and college, for both undergraduate and graduate courses. Course syllabi should show evidence of challenge to students and good teaching strategies. Some individuals may serve as academic advisors - there may also be evidence indicating that this portion of their assignment is viewed positively from both a student perspective and from their department chair or administrator. Thesis supervision or committee membership should also be considered within the teaching area.

**Scholarly Activity:** During the time an individual is in the phase from the point of hiring to promotion and tenure consideration or from the point of becoming an Associate Professor and being considered for Full Professor, there must be (a) at least 5 externally, peer reviewed scholarly activities or (b) at least 4 externally, peer reviewed scholarly activities and one non-peer reviewed scholarly activity from the approved list of activities. Acceptable scholarly activities that occurred during the approved years of previous service may count toward the required 5. Scholarly activities used for one promotion or tenure decision may not be reused for a later promotion or tenure decision. Appropriate scholarly activities must be in the areas of the faculty members assigned responsibilities and will count as follows: a record of five or more state, regional, national, or international presentations with at least two at the national or international level will count as the equivalent of one refereed publication; books with multiple chapters by the faculty member may count as more than one scholarly activity; chapters, refereed state or national journal articles, and externally reviewed and funded grants (state, federal, private foundation) each count as one scholarly activity. Major responsibility for the preparation of self-study/institutional reports for national accrediting bodies will count as an externally, peer reviewed and accepted form of scholarly activity. Grants from the ESU Research and Creativity Fund or from the Dean’s Fund to Encourage Teaching Innovation and Faculty Creativity do not merit consideration as part of the expected scholarly activities for a faculty member seeking promotion or tenure. Listings in ERIC also would not be considered as scholarly activities under promotion and tenure considerations. Other kinds of scholarly activity may appear in folios - the critical guideline in considering them is that they are externally, peer reviewed and are directly related to the individual’s professional role or discipline.

**Service:** There must be evidence of service within the university (committees within the department, college and university) and involvement/membership in one or more appropriate professional committees at the state, regional, national and/or international level for those seeking promotion to Associate Professor and tenure. For those seeking promotion to Full Professor, there must also be university committee involvement (department, college, and university) and leadership in appropriate professional organizations/committees at the state, regional, national, and/or international level. If at the state level, examples of leadership would be chairing a committee or activity (not just serving on a committee) or serving as an officer of a professional organization. If at the regional, national, or international level, examples of leadership would be serving on a committee or activity or serving as an officer of a professional organization. These are only examples of acceptable leadership; justification may be provided for other leadership activities.