

**CRITERIA FOR TENURE AND/OR PROMOTION**  
Policy approved 2008

This section delineates the criteria that are used for tenure and all levels of promotion once the eligibility requirements have been met. The specific criteria that must be met for each type of application are shown in the chart below.

	Instructor to Assistant Professor	Tenure	Assistant Professor to Associate Professor	Associate Professor to Professor
<b>Teaching Effectiveness</b>				
1. Effectiveness in classroom instruction.	Required	Required	Required	Required
2. Masterly and continued development of knowledge in teaching field subjects.	Must meet at least four of the five remaining criteria.	Must meet at least four of the five remaining criteria.	Must meet at least four of the five remaining criteria.	Required
3. Encouragement of students to learn and perform at or above the proper course level and to develop independent and critical thinking.				Required
4. Responsible demands for performance of students.				Required
5. Responsible and effective out-of-class work with students.				Required
6. Effectiveness in small-group or individual instruction.				Required
7. Demonstration of collegiality in teaching.		Required		Required
<b>Research and Scholarly Activity</b>				
1. Productivity – shows ongoing research involvement through continuing publications in books, refereed journals in the field (printed or electronic), or refereed conference proceedings; or he/she demonstrates continuing professional commitment to the visual, performing, or literary arts through creative performances and/or original and creative works.	Must demonstrate active research, including research beyond the institutional level, and meet either criteria 1-3 or 4-6.	Must demonstrate active research and be exceptional in either criteria 1-3 or 4-5, or reasonable in both	Must demonstrate active research, including research beyond the institutional level, and be exceptional in either criteria 1-3 or 4-5, or reasonable in both.	Must demonstrate active research, including research beyond the institutional level, and meet criteria 1-3 and 6-7, and either criterion 4 or 5.
2. Professional and scholarly recognition – receives recognition both inside and outside of Midwestern State University				
3. Quality of Research and Scholarly Activity – shows intellectual breadth or depth and originality and creativity as demonstrated by his/her research, artistic endeavor, or scholarship.				
4. Applied Research				
5. Professional Involvement and Consultation				
6. Presentations		Required	Required	Required
7. Demonstration of Collegiality in Research		Required		Required

	Instructor to Assistant Professor	Tenure	Assistant Professor to Associate Professor	Associate Professor to Professor
<b>Service</b>				
<b>1. To the University</b>				
a. Effective participation in administration of department/college activities	Required	Required	Required	Required
b. Effective participation within Midwestern State University academic community	Required	Required	Required	Required
c. Responsible and effective out-of-class career planning and academic advisement of students	Required	Required	Required	Required
d. Demonstration of Collegiality in Service		Required		Required
<b>2. To the Profession/Community</b>				
a. Ongoing and active involvement in professional organizations	Must meet two of the four criteria.	Must meet three of the four criteria.	Must meet two of the three criteria.	Must meet three of the four criteria in this category.
b. Conducting workshops, clinics, and performances, or hosting conferences or academic contests in areas of expertise				
c. Obtaining external grants or outside contributions				
d. Participating in non-compensated public service activities				

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	Instructor to Assistant Professor	Tenure	Assistant Professor to Associate Professor	Associate Professor to Professor
<b>Teaching</b>				
1. Course design – demonstrates the practical application of teaching philosophy	Required	Required	Required	Required
2. Instruction – demonstrates excellence in instruction	Required	Required	Required	Required
3. Continuing development – continuously develop professional knowledge and where appropriate incorporate into teaching	Required	Required	Required	Required
4. Collegiality – demonstrates working with others through teaching activities	Required	Required	Required	Required
<b>Research and Scholarly Activity</b>				
1. Productivity – demonstrates consistent scholarly involvement through traditional or applied endeavors	Must meet at least three (3) of requirements 1, 2, 3, 4, 5, and 6.	Required	Required	Required
2. Professional and scholarly recognition – receives recognition both inside and outside of Midwestern State University		Required	Required	Required
3. Professional involvement – engages in professional academic activities		Must meet at least two (2) of requirements 3, 4, 5, and 6.	Must meet at least two (2) of requirements 3, 4, 5, and 6.	Required
4. Grant writing and acquisition – writes grants that support department, college or the university				Must meet one (1) of requirements 4, 5, and 6.
5. Supervision of research or creative endeavors – supervises and mentors undergraduate or graduate students' research or creative projects				
6. Presentations – presents papers, posters, performances, exhibitions or workshops at professional meetings				
7. Collegiality – demonstrates working with others through research/creative accomplishments	Required	Required	Required	Required

Service				
1. University				
a. Effective participation in administration of department/college activities	Required	Required	Required	Required
b. Effective participation within Midwestern State University academic community	Required	Required	Required	Required
c. Responsible and effective out-of-class planning and academic advisement of students	Required	Required	Required	Required
d. Demonstration of collegiality in service	Required	Required	Required	Required
2. Profession/Community				
a. Ongoing and active involvement in professional organizations	None Required	Must meet at least two (2) of requirements 2a, 2b, 2c, 2d, and 2e.	Must least two (2) of requirements 2a, 2b, 2c, 2d, and 2e.	Must meet at least three (3) of requirements 2a, 2b, 2c, 2d, and 2e.
b. Consulting in one's area of professional expertise or providing expertise				
c. Conducting workshops, clinics, and performances or hosting conferences or academic contests of other academic events.				
d. Obtaining external grants or outside contributions for scholarships, student activities, software, equipment and other resources for professional/community use other than research				
e. Participating in public service activities				