Attachment A September 21, 2011

CRITERIA FOR APPOINTMENT AND PROMOTION IN RANK
Tenure Track Faculty Positions in the
COLLEGE OF AGRICULTURAL SCIENCES AND NATURAL RESOURCES[1, 2]
INSTITUTE OF AGRICULTURE AND NATURAL RESOURCES
UNIVERSITY OF NEBRASKA

Instructor

The instructor category will be reserved for individuals recruited for regular tenure-track assistant professor positions but who have not completed their terminal degrees before starting. An individual will be appointed as instructor while ABD, but it is expected that his or her appointment will be upgraded to assistant professor at the beginning of the next academic year or (for 12-month appointments) the next July 1. Service as an instructor is limited to two years, and ordinarily no reappointment beyond two years will be permitted. Instructor is an appointment within the tenure track ordinarily eligible for NUFlex and retirement benefits.

1. Terminal degree status is ABD.
2. Previous teaching experience desirable, including pre-degree experience such as graduate teaching assistantship, guest lectures and recommendations indicating potential teaching ability.
3. Service will not exceed two years.

Assistant Professor

1. A terminal degree in appropriate field or equivalent[3] with relevant experience desired.
2. Pre-degree and/or post-doc experience such as formal teaching assignments, guest lectures, pedagogy coursework, teaching workshops/seminars, and/or recommendations indicating potential teaching ability are required. Whereas previous formal teaching experience as a lead instructor is preferred, it is generally desired that the candidate will have a teaching portfolio that documents teaching, advising and mentoring activities, and may contain subjective student evaluations and a statement of teaching philosophy based on authentic reflection.

Associate Professor

1. A terminal degree in appropriate field or equivalent[3]
2. Teaching excellence established by:
   a. Experience,
   b. Successful development of teaching programs that positively impact student learning,
   c. Publications, presentations or similar proof of current knowledge in teaching and participation in professional educational activities,
   d. Evidence of professional development in instructional improvement and/or student advising, and
   e. Advising students, student organizations and participating in committee assignments as needed for general departmental and college operations.
3. Evidence of scholarly achievement and professional stature in the discipline
   a. Research and scholarly success documented.
   b. Evidence of active involvement in scholarly/creative activity.
4. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual [annual evaluations should be at least 'M' in all categories for all responsibilities (teaching, research and/or extension)].

Professor

1. A terminal degree in appropriate field[3]
2. Teaching excellence established (fulfills all expectations of the Associate Professor rank and:)
   a. Recommendations (external) strong
   b. Campus, national, and professional leadership established in student learning
   c. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual [annual evaluations should be at least 'M' in all categories for all responsibilities (teaching, research and/or extension)].
   d. Teaching not usually limited to either graduate or undergraduate
3. Scholarly achievements
   a. Recognized nationally in field
   b. Publications in own field of high quality
   c. Recognized to be current in his/her knowledge
   d. Indication that research is impacting the discipline
4. Effectively participates and assumes leadership in student advising and in committee assignments.

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[1]Modified from the following sources:
http://www.unl.edu/svcaa/documents/tenure_promotion_documentation_request.pdf

[2]http://ianrhome.unl.edu/c/document_library/get_file?p_l_id=2336&folderId=3562&name=DLFE-16482.pdf

[3]Circumstances may, in rare instances, cause this requirement to be modified.Revised 9/92; 7/2011

Possible examples of supporting evidence for the quality and effectiveness of teaching:

1. Teaching or course portfolio
2. Participation in the UNL Peer Review of Teaching Project or departmental/college peer-review of teaching programs
3. Student evaluations
4. Curriculum and/or course development or revision
5. Number of undergraduate advisees
6. Number of graduate students successfully completing degree
7. Student achievement/outcomes
8. Contributions to recruitment and retention
9. National and international activity
10. Scholarship of Teaching and Learning (SOTL) activities (SOTL activities may include: funded grants, refereed publications, presentations, workshops, etc.)
11. Awards; leadership in professional organizations

Approved by the CASNR Faculty Advisory Council on September 21, 2011