

1 **Part D. Special Promotions Criteria.**

2 **FAC 5.D.0. Incorporation of College Personnel Materials.**

3 Please note that substantive requirements relating to faculty appointment, renewal, tenure, promotion, and
4 merit may be found in materials developed at the college or department level. College-specific information
5 has been included as an appendix to this material.

6 **FAC 5.D.1. Performing Arts Criteria.**

7 (1) Degree Requirements.

8 (a) Instructor: One year master's degree.

9 (b) Assistant Professor: One year master's degree. Also, a minimum of one year of additional in-
10 tensive study in applied fields with eminent teachers. This does not apply where the earned
11 doctorate or where the two-year MFA is the normal terminal degree.

12 (c) Associate Professor: One year master's degree and a minimum of two years of intensive
13 study in applied fields with eminent teachers, or the two-year MFA degree in certain fields:
14 studio artist, creative writer, etc. This does not apply where the earned doctorate is the nor-
15 mal terminal degree.

16 (d) Professor: Earned doctorate, or exceptional qualifications beyond those listed for associate
17 professor.

18 (2) Time in Rank and Experience - No change from the general requirements listed above.

19 (3) Teaching Ability - No change from the general requirements listed above.

20 (4) Professional and Scholarly Growth - Evaluations of professional growth must necessarily be par-
21 tially subjective but must also be based on objective, tangible criteria when possible. An essential
22 test for such growth in the creative fields is the faculty member's success in holding the respect
23 and esteem of his/her students and colleagues. For the creative artist, his/her professional growth
24 should be measured by his/her experience and competence determined by recognized authorities
25 in his/her field. It should be understood that all criteria listed below need not apply to each individ-
26 ual.

27 (a) Creative Studio Artist.

28 1. Has demonstrated reputable creative achievement as a performing artist by appearance
29 of work in individual and juried shows of high professional caliber where the artist is in
30 competition with other professional artists.

31 2. Has received professional acclaim in the form of awards, commissions, and critical re-
32 views.

33 3. Has shown continual evidence of creative work of aesthetic merit other than competitive
34 shows.

35 4. Has received competitive grants for travel or study.

36 5. Has shown substantial evidence and experience as an above average teacher in studio
37 courses.

38 6. Has studied or is studying with eminent teachers who may or may not have been affi-
39 liated with schools of higher learning.

40 7. Has made recognized contributions to the literature of the individual's field through publi-
41 cations or research.

42 8. Has received recognition by ranking departmental associates, especially of superior rank,
43 of the individual's competency in his/her field.

44 (b) Creative Musician.

- 1 1. Demonstrates reputable creative achievements as a performing artist, as evidenced by
2 concerts or recitals or published compositions or research materials of high professional
3 quality.
- 4 2. Has had substantial experience and success as a teacher in a specialized applied field
5 and so recognized by the academic associates.
- 6 3. Has studied or is studying with eminent teachers who may or may not have been affi-
7 liated with schools of higher learning.
- 8 4. Shows evidence of continued study and professional growth.
- 9 5. Has received an award of a scholarship or fellowship at an advanced level--e.g., Ful-
10 bright, Guggenheim, Danforth, Ford, etc.
- 11 6. Has achieved recognition by colleagues, especially of superior rank, of the individual's
12 high achievement in his/her area of specialization.

13 (c) Creative Writing.

- 14 1. Reasonably frequent publications of critical or creative work in printed periodicals or,
15 more important still, in book form by a reputable publisher (one book would receive signif-
16 icant attention).
- 17 2. Awards, commissions, publicity, and published critical comments arising therefrom.
- 18 3. Continual evidence of creative work of artistic merit other than publication.
- 19 4. Awards from competitive grants for travel and study.
- 20 5. Advanced study in creative writing work camps.
- 21 6. Evidence of effective teaching of creative writing through the success of students in get-
22 ting their work published.
- 23 7. Recognition by colleagues, especially of superior rank, of the individual's competency in
24 his/her field.

25 (d) Creative Speech.

- 26 1. Has demonstrated reputable creative achievement as a performing artist as evidenced by
27 theater productions, radio productions, television productions, and the like, or publication
28 of pertinent critical or creative works of a high professional quality.
- 29 2. Has received professional acclaim in the form of critical reviews and awards.
- 30 3. Has shown effectiveness as a teacher or otherwise indicated competence in communi-
31 cating the elements of his/her art to others.
- 32 4. Has continued to give indications of professional growth.
- 33 5. Has been awarded competitive scholarships or fellowships or grants for further study in
34 his/her field.
- 35 6. Has studied beyond basic levels with eminent teachers in the area of specialization or
36 cognate areas.
- 37 7. Has received recognition by colleagues, especially of superior rank, of the individual's
38 high achievement in his/her area of specialization.

39 (5) Institutional and Extra-Institutional Services. No change from the general requirements listed
40 above (FAC 5.B.5.).

41 **FAC 5.D.2. Libraries & Learning Resources Criteria.**

- 42 (1) In general the procedure for promotion of librarians shall follow the same pattern as for members
43 of the teaching faculty, with modifications in respect to academic degrees and emphasis on other
44 evaluative criteria. Promotion is based on merit rather than seniority. Merit is determined by:

- 1 (a) Professional competence as assessed by responsibilities held on the staff, participation in
2 professional activities, advanced study, or efforts toward personal and professional growth.
- 3 (b) Teaching effectiveness, either direct or indirect, which is judged either by formal teaching or
4 by effectiveness in the development and use of library technical operations.
- 5 (c) Service to the University as weighed by committee service, supervision of library personnel,
6 or other demonstrated administrative ability.
- 7 (d) Creativeness as evaluated on the basis of publications, high-level administrative studies, or
8 any other creative activities.
- 9 (e) Public service as appraised either by community service or by participation in state or nation-
10 al professional activities.
- 11 (f) Character and personality as adjudged by tolerant, honest, and fair dealings with students,
12 faculty, and fellow librarians.

13 (2) Degree, Experience, Time in Rank -- No change from the general requirements listed above.

14 (a) Instructor.

15 Degree: Bachelor's degree plus a graduate library degree or equivalent graduate de-
16 gree in other professional or scholarly fields where appropriate.

17 Experience: No minimum.

18 (b) Assistant Professor.

19 Degree: Same as Instructor.

20 Experience: A minimum of five years as a librarian or in another profession or discipline.
21 He/she must demonstrate competence in reference or bibliographic work
22 and give creative direction to some area of library service and/or administra-
23 tive responsibility.

24 (c) Associate Professor.

25 Degree: Same as Instructor plus a sixth year library degree or master's degree in a
26 subject field.

27 Experience: At least ten years of outstanding professional achievement. The faculty
28 members should have demonstrated exceptional competence in reference
29 or bibliographic work and exhibited proven leadership ability.

30 (d) Professor.

31 Degree: Preferably a doctor's degree. In exceptional instances subject specialization
32 or an additional graduate degree, professional research or publication, spe-
33 cialized training and/or experience, creative leadership, and demonstrated
34 supervisory or administrative responsibility where appropriate may be consi-
35 dered in lieu of the doctor's degree. The rank should be reserved for persons
36 of proven stature in the library field or in a field of specialization.

37 Experience: At least ten years of outstanding professional achievement. The faculty
38 member should have demonstrated exceptional competence in reference or
39 bibliographic work and exhibited proven leadership ability.

40 **FAC 5.D.3. Social Work Criteria.**

41 (1) Degree [Social Work Faculty with doctoral degrees follow the normal requirements as outlined in
42 this document.], Experience, Time in Rank [Normal periods of service as established by the Ad-
43 ministration and Faculty Senate shall apply. The same factors apply as to Teaching Ability, Pro-
44 fessional and Scholarly Growth, and Institutional and Extra-Institutional Service as are outlined in
45 this document.]

46 (a) Instructor.

1 Degree: M.S.W. and ACSW Eligibility, i.e., Academy of Certified Social Workers, requir-
2 ing:

3 1. Graduate from a school of social work accredited by the Council on Social Work Educa-
4 tion--two years of study leading to the M.S.W. degree; and also

5 2. Two years of successful practice experience while under the guidance of an ACSW su-
6 pervisor.

7 Experience: Four years of Social Work Practice after the M.S.W.

8 (b) Assistant Professor.

9 Degree: Same as Instructor.

10 Experience: Six years Social Work Practice and one year college-level social work teaching,
11 after the M.S.W.

12 (c) Associate Professor.

13 Degree: Same as Instructor.

14 Experience: Six years Social Work Practice and five years college-level social work teaching,
15 after the M.S.W.

16 (d) Professor.

17 Degree: The earned doctorate or exceptional qualifications beyond those listed for asso-
18 ciate professor and M.S.W., ACSW eligibility.

19 Experience: Six years Social Work Practice and 8 years college-level social work teaching,
20 after the M.S.W.

21 **FAC 5.D.4. Journalism Criteria.**

22 (1) Procedures for promotion of journalism faculty will recognize the value of past and continuing pro-
23 fessional experience in the field of journalism. Journalistic endeavors which would be considered
24 in evaluating a faculty members performance would include contributions such as publishing in
25 newspapers and magazines, consulting, receiving awards in recognition of professional service or
26 published work, with a highly respected individual or institution in the field, making recognized
27 contributions to knowledge in the field through non-academic publication and participating in con-
28 ferences and institutes.

29 (2) Degree [Faculty with Ph.D. degrees follow normal requirements set by the university except
30 where noted.]

31 (a) Assistant Professor.

32 Degree: Master's or Doctorate.

33 Experience: Doctorate: Two years appropriate professional experience.

34 Master's: Five years appropriate professional experience.

35 (b) Associate Professor.

36 Degree: Master's or Doctorate.

37 Experience: Doctorate: A minimum of five years of college teaching.

38 Master's: A minimum of ten years of experience including at least five years of appropriate
39 professional experience and two years of college teaching.

40 (c) Professor.

41 Degree: Master's or Doctorate.

42 Experience: Doctorate: A minimum of ten years.

43 Masters: A minimum of fifteen years, including at least five years of appropriate professional
44 experience and five years of college teaching.