

Humanities Department Promotion and Tenure Matrix

Rank	Education	Other	Pedagogy	Scholarship	College Service	Comm. Service	Continuing Growth
Instructor	MA and experience		Demonstrated classroom competence	Work towards PhD	Service to department		Membership in relevant professional organization
Assistant Professor	PhD		Classroom competence + consistency with dept. objectives	Publication of articles derived from dissertation or other interests	Service on dept and college committees	Limited community engagement	Membership in relevant professional organization
Associate Professor without Cont. Appt.	PhD		Moving toward Excellence + Consistency + Demonstrated use of student feedback;	Development of new research interests, or pedagogical interests	Service on dept and college committees	Some community engagement	Participation in annual meetings of relevant professional organization
Assoc Professor with Cont. Appt.	PhD		Moving towards Excellence + Consistency + Adaptability + Course innovation	Publication of significant work leading to recognition within the institution or within the subject field	Leadership on both dept. and college committees	Community engagement	Leadership in prof. society, continuing participation in annual meetings
Professor	PhD		Continuing excellence as above	Achieved recognition by professional colleagues, institutionally and within the discipline	Leadership on both dept. and college committees	Community engagement	Leadership in prof. society, continuing participation in annual meetings
Lecturer	MA or experience	NTE or other license	Demonstrated classroom competence	Pedagogical interests	Service to department		Participation in relevant professional organization
Sr. Lecturer	MA or experience	Service as a Lecturer for six or more years	Superior performance in the classroom	Advanced coursework, publication, or attendance and participation at scholarly conferences	Commitment to college service through committee work and student advisement	Effective and ongoing collegial interaction	