

## Appointment, Promotion and Tenure Matrix

May 12, 2022

The matrix below was approved by Engineering faculty and the Department Advisory Committee in 2018. It is provided as a guide, is not a guarantee of any action, and does not supersede the current revision of the Policies of the Board of Trustees of the State University of New York. A college-wide matrix is expected to replace this document at an unspecified time in the future.

Appointment, Promotion and Tenure Matrix for Engineering Faculty							
Rank	Mastery of Subject Matter		Effectiveness in Teaching	Scholarly Ability	Effectiveness of Service	Continuing Growth	
	Terminal Qualifications	Desired Qualifications				Service to Profession	Service to Community
Instructor or Assistant Professor	ABD or USCG Chief Engr	PE	Good potential	Dissertation in progress	NA	NA	NA
Assistant Professor	PhD or USCG Chief Engr	PE	Good potential	Dissertation	Good potential	Membership in professional society	Good potential
Associate Professor <u>without</u> Continuing Appointment	PhD or USCG Chief Engr	PE	Previous experience, good evaluations, course development experience	Post-dissertation publications	Service on both departmental and college committees	Membership in professional society	Modest community engagement
Associate Professor <u>with</u> Continuing Appointment	PhD or USCG Chief Engr & (PE or 1 yr sailing C/E)	PE	Previous experience, good evaluations, course development experience	Post-dissertation publications, positive recognition	Service on both departmental and college committees	Membership in professional society, some leadership	Community engagement
Professor	PhD or USCG Chief Engr & (PE or 2 yrs sailing C/E)	PE	Previous experience, very good evaluations, significant course or curriculum development	Post-dissertation publications, positive recognition	Leadership on both departmental and college committees	Leadership in professional society	Community engagement
Lecturer	MS (Engr) in progress	USCG or PE License	Good potential	Practice in profession, SST participation	Voluntary service on departmental and college committees	Voluntary membership in professional society	Voluntary community engagement
Senior Lecturer	MS (Engr) and significant contributions to program	Mgmt-level USCG or PE	Previous experience, very good evaluations, significant course development and administration	Practice in profession, SST participation	Voluntary Service on both departmental and college committees	Voluntary membership in professional society, some leadership	Voluntary community engagement