

Maritime College Promotion and Tenure Qualifications

Department	Rank	MASTERY OF SUBJECT MATTER (Minimum Degree/License Combinations)		EFFECTIVENESS IN TEACHING	SCHOLARLY ABILITY	EFFECTIVENESS OF UNIVERSITY SERVICE		CONTINUING GROWTH
		Terminal Qualification	Other Qualifications	Teaching Requirements	Research Requirements	Service to Institution	Service to Community	Service to Profession
Science	Instructor	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Assistant Professor with or without cont. Appt.	PhD or international equivalent		Performance should be more than merely satisfactory with clear demonstration of the potential to be excellent/outstanding. Evidence of curriculum development (e.g. review and revision of existing courses/programs, creation of new courses/programs)	Dissertation	Positive and proactive involvement in department activities including but not limited to committees, projects, academic advising, student recruitment and retention	Good potential	Remaining current in one's field through relevant coursework (where needed) and attendance at local, national, or regional professional conferences. Membership in appropriate professional organizations
	Associate Professor without Cont. Appt.	PhD or international equivalent	minimum rank of Associate Professor and/or tenure at another institution	Should exhibit a mastery of more diverse methodologies, an ability to teach a broader range of courses, and a greater adaptability to meeting diverse student needs. Excellent classroom performance.	Post-dissertation publications encouraged	Strong presence at the department level as well as solid service at the college level. Have a significant, positive impact on departmental matters. Becoming well-known to faculty and administrators outside the department through meetings, committees, and projects	Modest community engagement encouraged	Remaining current in one's field through relevant coursework (where needed) and attendance at local, national, or regional professional conferences. Membership in appropriate professional organizations
	Associate Professor with Cont. Appt.	PhD or international equivalent	minimum rank of Associate Professor and/or tenure at another institution	Should exhibit a mastery of more diverse methodologies, an ability to teach a broader range of courses, and a greater adaptability to meeting diverse student needs. Excellent classroom performance. Capable of peer mentoring new faculty	Post-dissertation publications encouraged	Strong presence at the department level as well as solid service at the college level. Have a significant, positive impact on departmental matters. Becoming well-known to faculty and administrators outside the department through meetings, committees, and projects	Community engagement encouraged	Remaining current in one's field through relevant coursework (where needed) and attendance at local, national, or regional professional conferences. Membership in appropriate professional organizations
	Professor	PhD or international equivalent	or equal rank at another institution	Demonstrate significant mastery of teaching. Capable of utilizing the full range of instructional methodologies, be able to teach the broadest possible range of courses and be capable of responding with skill and self-assurance to the full spectrum of students' educational needs. Classroom performance excellent, in all categories. Capable of peer mentoring new faculty	Post-previous promotion publications encouraged	Strong proactive service at the college level, as well as university and department levels. Strong and positive college presence, and is well-known to faculty and administrators outside the department/college.	Community engagement encouraged	Remaining current in one's field through relevant coursework (where needed) and attendance at local, national, or regional professional conferences. Membership in appropriate professional organizations
	Lecturer	MS or MA	plus extensive teaching experience or experience in field	Satisfactory performance in teaching	N/A	N/A	N/A	N/A
	Senior Lecturer	MS or MA	had a full-time academic appointment at maritime for at least 7 years or 5 years with relevant external experience	Should exhibit a mastery of more diverse methodologies, an ability to teach a broader range of courses, and a greater adaptability to meeting diverse student needs. Excellent classroom performance.	N/A	N/A	N/A	N/A