

CRITERIA FOR APPOINTMENT AND PROMOTION IN RANK  
Tenure Track Faculty Positions<sup>1</sup>  
INSTITUTE OF AGRICULTURE AND NATURAL RESOURCES  
UNIVERSITY OF NEBRASKA-LINCOLN  
COLLEGE OF AGRICULTURAL SCIENCES AND NATURAL RESOURCES

Assistant Professor

1. A terminal degree in appropriate field or equivalent\* 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<sup>2</sup>
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.
  - c. Advisor and/or committee member on graduate student committees.
4. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual (Overall annual evaluation rating should be at least the 'Good Work' category).

Professor

1. A terminal degree in appropriate field\*
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 (Overall annual evaluation rating should be at least the 'Good

Work' category for the past 5 years).

- 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.
  5. Leadership contributions to committees at the Department, Institute, Campus, or University level and mentoring of junior faculty.
  6. Leadership contributions to professional or governmental organizations at the national or international level.
  7. Because this is a terminal academic rank, recommendations are based upon sustained records of effective performance and involve more subjective evaluation than earlier promotions.
  8. 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
  9. Effectively participates and assumes leadership in student advising and in committee assignments.
  10. Leadership contributions to committees at the Department, Institute, Campus, or University level and mentoring of junior faculty.
  11. Leadership contributions to professional or governmental organizations at the national or international level.
  12. Because this is a terminal academic rank, recommendations are based upon sustained records of effective performance and involve more subjective evaluation than earlier promotions.
  13. 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

14. Effectively participates and assumes leadership in student advising and in committee assignments.
  15. Leadership contributions to committees at the Department, Institute, Campus, or University level and mentoring of junior faculty.
  16. Leadership contributions to professional or governmental organizations at the national or international level.
  17. Because this is a terminal academic rank, recommendations are based upon sustained records of effective performance and involve more subjective evaluation than earlier promotions.
- 

<sup>1</sup>CASNR Academic Appointment Guidelines should be followed when assigning teaching load.

<sup>2</sup>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. Outcome-based assessment of degree programs (peer review by other institutions or industry, placement of students, etc.)
9. Contributions to recruitment and retention
10. National and international activity
11. Scholarship of Teaching and Learning (SOTL)<sup>3</sup> activities (SOTL activities may include: classroom research on the effectiveness of teaching approaches; funded grants, peer-review publications, presentations and workshops on teaching and learning; authorship of textbooks, software or other teaching materials used by other faculty at UNL and students at other colleges or universities; etc.)
12. Awards; leadership in professional organizations

<sup>3</sup>Boyer, E. 1990. Scholarship Reconsidered: Priorities of the Professoriate. Carnegie Foundation for the Advancement of Teaching. RP-2.1.6

Modified from the following sources:

[http://www.unl.edu/svcaa/documents/tenure\\_promotion\\_documentation\\_request.pdf](http://www.unl.edu/svcaa/documents/tenure_promotion_documentation_request.pdf)

[http://ianrhome.unl.edu/c/document\\_library/get\\_file?p\\_l\\_id=2336&folderId=3562&name=DLFE-16482.pdf](http://ianrhome.unl.edu/c/document_library/get_file?p_l_id=2336&folderId=3562&name=DLFE-16482.pdf)