

# CRITERIA FOR UNIVERSITY PROMOTION, RETENTION, AND TENURE

## 2020-2021 ACADEMIC YEAR

1. The earned terminal degree appropriate to the college, the department, and the assignment is required. This requirement may be waived in rare and very unusual circumstances. The details are provided below.

The requirement for possession of the terminal degree for tenure or promotion may be waived in the exceptional instance in which a faculty member has had employment or performance experience that constitutes a generally-accepted substitute for the terminal degree. In these few instances the academic department must establish criteria, subject to the approval of the dean of the college and the Vice Chancellor/Provost, for the substitution of appropriate experience. The department must also document that it is a widely-used and respected academic practice to accept the kind of substitution that is being requested.

2. Outstanding teaching is expected, as evidenced by long-term, regular, and recent evaluations by students, peers, or supervisors, or a combination thereof. Outstanding performance is defined by the individual college and department PRT documents which are approved by the UPRTC.

3. Outstanding performance in professional, scholarly, and/or creative work appropriate to the discipline or field is expected, as evidenced by long-term, regular, and recent publications in peer-reviewed vehicles of significant professional stature; or by long-term, regular, and recent inclusions in juried or reviewed presentations, shows, concerts, or recitals; or by long-term, regular, and recent inclusions in other outlets of significant professional stature. Outstanding performance is defined by the individual college and department PRT documents which are approved by the UPRTC.

4. Outstanding contributions in professional service activities are expected, as evidenced by long-term, regular, and recent contributions at the university, state, regional, or national level. Outstanding contributions are defined by the individual college and department PRT documents which are approved by the UPRTC.

5. Achievement is expected in all three areas (teaching, scholarship and service), but exceptional contributions in two areas may be considered to compensate for lesser contributions in a third. An applicant's department and college PRT documents may specify what the minimum achievements must be in each area.