

Reappointment, Tenure, and Promotion Criteria

Department of Curriculum Studies and Secondary Education (CSSE)

School of Education

CSSE Department Criteria

Reappointment, Tenure and Promotion

The following describes minimal levels of performance expected of probationary candidates in the Department of Curriculum Studies and Secondary Education (CSSE). Simply meeting all of these criteria does not in itself constitute qualification for tenure but does indicate reasonable progress toward tenure. Failure to meet any one of these criteria does raise serious concerns about a candidate's qualification for tenure and promotion.

Teaching

Beginning with the candidate's fourth teaching semester at SSU, and subsequently, the candidate is expected to demonstrate:

- A minimum 3.75 mean score on the combined means of all SETE teaching items across all courses submitted for RTP evaluation
- Consistently positive student comments and peer recommendations
- Across the period from initial tenure-track appointment to recommendation for tenure, the candidate is expected to demonstrate:
- Annual self-assessments of teaching and professional activity that describe the candidate's practice in detail, analyze and reflect thoughtfully on the practice, and show evidence of learning and growth

Scholarship

Across the period from initial tenure-track appointment to recommendation for tenure, the candidate is expected to demonstrate:

- One peer-reviewed article, book chapter, or comparable publication; AND
- At least two items from the following list:
 1. Externally funded major grant
 2. Peer-reviewed article, book chapter, or comparable publication
 3. Four peer-reviewed professional conference presentations
 4. Combination of other scholarly pursuits or achievements, such as service on journal review boards, leadership in professional organizations, small grants, grant proposal submissions, and others
 5. Development and dissemination through professionally recognized channels of curricular, pedagogical, and other educational resources

Service

Across the period from initial tenure-track appointment to recommendation for tenure, the candidate is expected to demonstrate:

- 3 years of University-level committee service (one committee for one term)
- Service on at least one School or Department committee per year
- Significant participation in department business, including thesis committees
- Two years of professionally-related community service

CSSE Department Criteria Promotion from Associate to Professor

The following describes minimal levels of performance expected of associate professors who wish to be considered for promotion to professor by the CSSE Department. Simply meeting all of these criteria does not in itself constitute qualification for promotion but does indicate reasonable progress toward promotion to full professor. Across the period from initial promotion and to recommendation for professor, the candidate is expected to demonstrate performance in the areas of teaching, scholarship, and service.

The CSSE Department faculty are committed to the idea that candidates for professor exhibit leadership. The candidate for promotion to professor is expected to demonstrate and document leadership in 2 of the 3 areas of review. Exemplars of leadership are included in italics below; leadership shall not be limited to these exemplars.

Teaching

Across the period from initial promotion and to recommendation for full professor, the candidate is expected to demonstrate:

- A minimum 3.75 mean score on the combined means of all SETE teaching items across all courses submitted for RTP evaluation
- Consistently positive student comments and peer recommendations
- Self-assessments of teaching and professional activity in the year prior to promotion that describe the associate professor's practice in detail, analyze and reflect thoughtfully on the practice, and show evidence of learning and growth
- *Leadership in terms of developing new programs, curricula, or courses*

Scholarship

Across the period from initial promotion to recommendation for full professor, the candidate is expected to demonstrate:

- One peer-reviewed article, book chapter, or comparable publication; AND
- At least two items from the following list:
 1. Externally funded major grant (PI or Co-PI)
 2. Peer-reviewed article, book chapter, or comparable publication (First Author)
 3. *Editorship of a professional journal*
 4. Four peer-reviewed professional conference presentations
 5. Combination of other scholarly pursuits or achievements, such as service on journal review boards, *leadership in professional organizations, small grants, grant proposal submissions, and others*
 6. Development and dissemination of theory and/or research through professionally recognized channels of curricular, pedagogical, and other educational resources.

Service

Across the period from initial promotion to recommendation for full professor, the candidate is expected to demonstrate:

- 3 years of University-level committee service (one committee for one term)
- Serving a chair of a department, school, or university committee
- Service on at least one School or Department committee per year or *exercising significant leadership in faculty development (e.g. new faculty mentorship)*
- Significant participation in department business, including thesis committees
- Two years of professionally-related community service