

## I. Criteria for Promotion in Academic Rank

Promotion in academic rank is based on merit and founded on the three criteria traditional in higher education: teaching effectiveness, scholarly activity, and professional service. Faculty members are expected to develop proficiencies in all three criteria. Particular weighting of the criteria for promotion purposes, however, may vary among departments/Schools to recognize individual variations among faculty. A candidate for promotion cannot be denied because performance in one of the criteria is less than the other two.

Teaching effectiveness is not limited to the classroom or the laboratory. Rather, it is concerned with imparting knowledge and instilling both the desire and ability to continue to learn, and may be defined to include such activities as course and curriculum development, reading for pedagogical improvement, and work with students outside the classroom/laboratory.

Scholarly activity, as it is defined within the context of a faculty member's discipline, serves as the means through which the faculty member remains current in discipline or makes new contributions to it. It includes, but is not necessarily limited to, research, publishing, study at intellectual centers, participation in professional societies, grant development, artistic performance, consulting, extensive reading in field, and other integrative or applicative endeavors which draw on a faculty member's expertise.

Professional service involves activities which are related to a faculty member's professional expertise and are rendered to the University or to community or professional organizations and may include guidance in student activities, participation in departmental, School, and institutional committees, service in faculty governance generally, and public service at the local, state, national, or international level.

Candidates for promotion in rank to assistant professor (a) should hold an earned terminal degree; (b) should be in at least their fourth year as an instructor at Francis Marion University, and (c) must offer evidence of continuing growth in teaching, scholarly activity, and professional service.

Candidates for promotion in rank to associate professor (a) should hold an earned terminal degree; (b) should be in at least their sixth year as an assistant professor, and in at least their third year of continuous service at Francis Marion University; and (c) must offer evidence of demonstrated ability in teaching, scholarly activity, and professional service.

Promotion to professor represents the pinnacle of professional achievement and must be limited to outstanding accomplishment. Candidates for promotion in rank to professor (a) must hold an earned terminal degree; (b) should be in at least their sixth year as an associate professor, and in at least their third year of continuous service at Francis Marion University; (c) must have demonstrated exemplary performance in college teaching; and (d) must have achieved significant accomplishment in scholarly activity and/or professional service.

In exceptional cases a faculty member may apply for promotion early provided that the action has the prior written approval of the department chair (or school dean).

This policy governs normal progression through faculty ranks and is subject to modification by contractual agreement. Written evidence of such contractual agreements shall be submitted as part of the candidate's promotion portfolio.