

UNIVERSITY FACULTY PERFORMANCE STANDARD FOR REAPPOINTMENT, TENURE, PROMOTION, AND POST-TENURE REVIEW

Central Washington University faculty members contribute to the mission and goals of the university in the three areas of faculty work: instruction, scholarship, and service. This work is framed by university and program accreditation standards and conducted with collegiality and professionalism (CBA Article 11). College criteria for faculty performance in these areas will reflect disciplinary standards within the college. Department criteria will, in turn, align with college and university criteria and standards. Professional librarians shall constitute a college for administrative purposes, in accordance with CBA Article 13.4.4.

Tenure and/or Promotion in Rank:

Tenure is the right to continuous appointment at the University with an assignment to a specific department in accordance with the provisions of CBA Article 9.2. The tenure decision is based upon faculty performance and the potential benefit to the university. Performance towards tenure is annually reviewed through the reappointment process. A positive tenure review requires a pattern of productivity that promises sustained contributions in all three areas of faculty performance throughout a career, and is based on the benefits to the university of entering into the commitment to tenure. For an Assistant Professor, tenure is awarded with promotion to Associate Professor.

Promotion to the rank of Associate Professor recognizes an established record of effective teaching, a demonstrated ability to lead independent, peer-reviewed scholarship to dissemination outside the university, and a substantive contribution to university, professional and/or community service.

Promotion to the rank of Professor recognizes excellent teaching that commands the respect of the faculty and students; an accumulated record of superior peer-reviewed scholarship since the previous promotion; and sustained contributions to university life, and increasing service to professional organizations and/or the community.

Post-tenure review

Post-tenure review assures continued performance in assigned areas of faculty work at appropriate rank and consistent with the university mission and accreditation standards. Performance in the three areas of faculty work is typically expected during any three-year post-tenure review cycle.

College and department standards will articulate discipline-specific expectations for tenure, promotion, and post-tenure review.

PERFORMANCE

Instruction:

Effective instruction is the central element of faculty work. It requires thoughtful and responsive course design, development of appropriate instructional techniques, articulation of student learning objectives, assessment of student learning, general advising, and is informed by active scholarship. Effective teaching is shaped by formal evaluation using multiple measures and by ongoing professional development.

Instruction activities are specified in Article 13.3.1 of the Collective Bargaining Agreement.

College and department standards shall articulate multiple measures of review that include peer evaluation of content, pedagogy, and responsiveness to assessment; student feedback; and other measures appropriate to the content area.

Scholarship:

Faculty scholarship informs instruction and service, contributes to professional development, and advances knowledge. It includes sustained professional activities leading to regular publication, performance, formal presentation, or external funding in the field of the faculty member's academic assignment. It may include contributions in the four basic areas of discovery, integration, application and teaching, as appropriate to that assignment. Scholarship is characterized by external peer review and dissemination outside the university.

Scholarship activities are specified in Article 13.3.2 of the Collective Bargaining Agreement.

College standards shall articulate periodically expected activities in two or more categories.

Category A includes disciplined-recognized products that are formally peer-reviewed and disseminated outside the university. e.g.:

- refereed journal articles
- research monographs
- scholarly books and chapter
- textbooks
- juried exhibitions and performances
- peer-reviewed external grant (for the lead principal investigator)

Another category or other categories specified by the colleges include formal activities that lead to or support such products or other scholarly contributions, e.g.:

- peer-reviewed conference proceedings
- proposal submission for peer-reviewed external grant (lead principal investigator)
- serving as co-investigator or co-principal investigator on funded external peer-reviewed grant
- principal investigator on other grants and contracts
- authoring publicly available research and technical papers
- conference presentations
- textbook chapters
- externally published study guides
- book reviews

Department standards shall align with university and college criteria.

Service:

Faculty service contributes academic and professional expertise and effort to the university community, to professional communities of scholars, and to the citizenry.

University, professional, and public service activities are specified in Article 13.3.3 of the Collective Bargaining Agreement.

College and department standards shall articulate professional and public service activities appropriate to the academic discipline, and the basis for their evaluation.