

**UNIVERSITY FACULTY CRITERIA GUIDELINES  
FOR REAPPOINTMENT, TENURE, PROMOTION,  
AND POST-TENURE REVIEW, AND MERIT  
MARCH 3, 2014**

Central Washington University faculty members contribute to the mission and goals of the university in the three areas of faculty work: teaching, scholarship, and service. Faculty work is framed by university and program accreditation standards, CBA Articles 13 and 22, and these University Faculty Criteria Guidelines. 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.

**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 Articles 9.2. and 22.2. The tenure decision is based upon faculty performance that accords with the standards of teaching, scholarship, and service that are given to the faculty member when they receive their initial appointment. Performance towards tenure is reviewed every two years 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.

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 excellent 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 five-year post-tenure review cycle.

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

**Post-tenure review merit (CBA Article 16.6)**

1. Faculty must provide qualitative and quantitative evidence of excellence in the areas defined in Articles 16.6.1 and 16.6.2 that clearly exceed the usual standards expected of Full Professors.
2. Department Chairs must provide qualitative and quantitative evidence of excellence that exceeds the usual standards expected of Chairs (Articles 12.4, 12.5 and 16.6.3).

## **PERFORMANCE**

### **Teaching:**

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

Teaching/Librarianship activities are specified in Articles 15.3.1, 15.3.2, and Appendix A of the Collective Bargaining Agreement.

Colleges and Departments shall articulate multiple measures of review. They may select and develop their standards from the following criteria, such as:

- Peer evaluation of content, pedagogy, and responsiveness to assessment
- Formal classroom observations that include quantitative and qualitative measures
- Reflective statements
- Self-evaluations
- Supervisor Evaluation
- Evidence of formal professional development activities related to pedagogy
- Grade distributions for the period under review with a narrative that explains the disciplinary or subject-relevant factors
- Student feedback, and other measures appropriate to the content area

### **Scholarship:**

Faculty scholarship informs teaching 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 15.3.1(c) of the Collective Bargaining Agreement.

College and Department standards shall articulate expected activities in two or more categories. The two categories in these criteria guidelines are Category A and Category B.

Category A includes disciplined-recognized products that are formally peer-reviewed and disseminated outside the university. Colleges and Departments may select and develop their standards from the following criteria, such as:

- refereed journal articles
- research monographs
- scholarly books and chapters
- textbooks
- juried exhibitions and performances
- large-scale, major agency or foundation, peer-reviewed external grants (e.g. NSF, NIH, DOE, ILMS, NEH, NEA) if the faculty member is the principal investigator or co-

investigator or co-principal investigator

Published, peer-reviewed conference articles and proceedings

Category B or other categories specified by the Colleges and Departments include formal activities that lead to or support Category A products or scholarly contributions. They may select and develop their standards from the following criteria, such as:

- proposal submissions for large-scale, major agency, peer-reviewed external grants (e.g. NSF, NIH, DOE, ILMS, NEH, NEA) if the faculty member is the principal investigator or co-investigator or co-principal investigator
- smaller-scale funded external peer-reviewed grants, if the faculty member is the principal investigator or co-investigator or co-principal investigator, and if the grant is underway and results have proceeded to accumulate
- other grants and contracts, if the faculty member is the principal investigator and if the grant or contract is underway and results have proceeded to accumulate
- publicly available research and technical papers
- conference presentations
- textbook chapters
- externally published study guides that have a process for some external review
- book reviews
- encyclopedia entries
- contract reports

**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 15.3.2 and Appendix A 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.