

GSE NTT Criteria: Appointment, Evaluation and Promotion

Criteria		Teaching	Professional Practice	Research
Rank		<ol style="list-style-type: none"> 1. Teaching Instructor 2. Assistant Teaching Professor 3. Associate Teaching Professor 4. Teaching Professor 5. Distinguished Teaching Professor 	<ol style="list-style-type: none"> 1. Instructor of Professional Practice 2. Assistant Instructor of Professional Practice 3. Associate of Professional Practice 4. Professor of Professional Practice 5. Distinguished Professor of Professional Practice 	<ol style="list-style-type: none"> 1. Research Associate 2. Assistant Research Professor 3. Associate Research Professor 4. Research Professor 5. Distinguished Research Professor
Requirements – according to rank				
<i>Educational Background</i>		Minimum of 2 years post-masters teaching experience for instructor, doctoral degree in Education or closely related field for Assistant and above	Minimum of 2 years post-masters practice experience for instructor, doctoral degree in Education or closely related field for Assistant and above	Minimum of 2 years post-masters research experience for research associate; doctoral degree in Education or closely related field or in social sciences applied to education for ARP and above.
<i>Skills</i>		Proven record of excellence in teaching	Proven record of excellence in teaching, leadership, and capacity for initiating and enhancing partnerships with educational agencies and institutions	Proven record of excellence in research and capacity for initiating, maintaining, and enhancing research projects at all levels; proven record of securing external funding at Associate Professor level and above
<i>Field Relevance</i>		Experience in field relevant to teaching (e.g. K-12, Professional Development, educational leadership, etc.)	Significant teaching and leadership experience in relevant fields	Significant experience in key personnel roles in research projects at all levels; significant experience as lead or co-lead at Associate Professor level and above
<i>Professional Certifications</i>		Appropriate professional certifications contingent on job description and duties	Appropriate professional certifications contingent on job description and duties	Appropriate professional certifications contingent on job description and duties
<i>Other</i>		Willingness to attend professional development training to enhance/upgrade skills including best practices in on-line teaching	Proven record of using research findings to improve educational practice and willingness to attend professional development training to enhance/upgrade skills in teaching and leadership	Willingness to attend professional development training to enhance/upgrade skills
Duties, Rights and Responsibilities– according to rank				

<i>Research</i>		Responsibilities for knowing, using in practice and teaching current research as it bears on educational practice. Production of original research is not required	Responsibilities for knowing, using in practice, and teaching current research as it bears on educational practice; production of original research, including obtaining grant funding may be expected	Responsibilities for engaging in high quality research, with increasing responsibility in accordance with rank; application for external funding and success securing internal and/or external funding; dissemination and application of research findings through publications, products, presentations, and other communications. Total compensation must be support by external funding
<i>Teaching</i>		Responsibilities for teaching from 6-8 courses per year in consultation with appropriate school, department, and program faculty	Responsibilities for teaching from 1-6 courses per year in consultation with appropriate school, department, and program faculty	As appropriate, mentoring students as research assistants or advisees; as appropriate, design and implement professional development offerings for pre-and in-service educators. Teaching for extra compensation may be arranged where possible
<i>Program support</i>		As appropriate, participate in program support activities such as recruitment, admissions, advisement, and program assessment and evaluation	As appropriate, participate in program support activities such as recruitment, admissions, advisement, and program assessment and evaluation	Not applicable
<i>Governance</i>		Participate as a full member in program, department, and school governance structures appropriate to non-tenured faculty	Participate as a full member in program, department, and school governance structures appropriate to non-tenured faculty	Participate as a full member in center, program, department, and school governance structures appropriate to non-tenured faculty
<i>Curriculum/Course Development</i>		Collaborate with program, school, and GSE colleagues on curriculum and course development as necessary	Collaborate with program, school, and GSE colleagues on curriculum and course development as necessary	Collaborate with program, school, and GSE colleagues on curriculum and course development when possible
<i>Faculty Voting</i>		Contingent on appointment, vote in all program, department, and school matters appropriate to non-tenured faculty	Contingent on appointment, vote in all program, department, and school matters appropriate to non-tenured faculty	Contingent on appointment, vote in all program, department, and school matters appropriate to non-tenured faculty
<i>Other</i>				
(Re)Appointment - according to years of tenure		Consideration of reappointment will be subject to a continuing need for the position, adequate funding for the position, and a positive formal evaluation by the department and approval by the dean	Consideration of reappointment will be subject to a continuing need for the position, adequate funding for the position, and a positive formal evaluation by the department and approval by the dean	Consideration of reappointment will be subject to a continuing need for the position, adequate funding for the position, and a positive formal evaluation by the department and approval by the dean
Evaluation and Promotion - according to years of tenure		Review after at least 6 years in rank based on record of performance above basic standards. Year requirement may be modified in special circumstances with	Review after at least 6 years in rank based on record of performance above basic standards. Year requirement may be modified in special circumstances with approval of department tenured faculty and Dean	Review after at least 6 years in rank based on record of performance above basic standards. Year requirement may be modified in special circumstances with approval of unit faculty at

		approval of department tenured faculty and Dean		Associate Professor or higher rank, Center Director, and Dean
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