

# GSE NTT Criteria: Appointment, Evaluation and Promotion

May 6, 2014

<b>Criteria</b>		<b>Teaching</b>	<b>Professional Practice</b>	<b>Research</b>
<b>Rank</b>		<ol style="list-style-type: none"> <li>1. Teaching Instructor</li> <li>2. Assistant Teaching Professor</li> <li>3. Associate Teaching Professor</li> <li>4. Teaching Professor</li> <li>5. Distinguished Teaching Professor</li> </ol>	<ol style="list-style-type: none"> <li>1. Instructor of Professional Practice</li> <li>2. Assistant Instructor of Professional Practice</li> <li>3. Associate of Professional Practice</li> <li>4. Professor of Professional Practice</li> <li>5. Distinguished Professor of Professional Practice</li> </ol>	<ol style="list-style-type: none"> <li>1. Research Associate</li> <li>2. Assistant Research Professor</li> <li>3. Associate Research Professor</li> <li>4. Research Professor</li> <li>5. Distinguished Research Professor</li> </ol>
<b>Requirements – according to rank</b>				
<i>Educational Background</i>		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 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 with specialization related to education for Assistant 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 experience in leadership positions in schools and other educational agencies	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	
<i>Other</i>			Proven record of using research findings to improve educational practice	
<b>Duties, Rights and Responsibilities– according to rank</b>				
<i>Research</i>		Responsibilities for knowing, using in practice and teaching current research as it bears on educational practice for all levels	Responsibilities for knowing, using in practice, and teaching current research as it bears on educational practice for all levels	Responsibility for engaging in high quality research projects, with increasing responsibility in accordance with rank; proven record of application for external funding and success

				securing internal and/or external funding; record of dissemination and application of research findings through publications, products, presentations, and other communications
<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 4-6 courses per year in consultation with appropriate school, department, and program faculty	As appropriate, mentoring of students as research assistants or advisees; as appropriate, design and implement professional development offerings for pre- and in-service educators
<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	As appropriate, participate in center 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	
<i>Faculty Voting</i>		Vote in all program, department, and school matters appropriate to non-tenured faculty	Vote in all program, department, and school matters appropriate to non-tenured faculty	Vote in all department, and school matters appropriate to non-tenured faculty
<i>Other</i>				
<b>(Re)Appointment</b> - according to years of tenure		Yearly review for all levels with minimum of two year reappointment based on record of performance above basic standards	Yearly review for all levels with minimum of two year reappointment based on record of performance above basic standards	Yearly review for all levels with minimum of two year reappointment based on record of performance above basic standards; reappointment is contingent on securing funding to cover salary
<b>Evaluation and Promotion</b> - 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 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 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 Center faculty at Associate Professor or higher rank, Center Director, and Dean.