Guidelines for Promotion to Full Professor

Promotion to the rank of Professor is based on a higher level of achievement in the areas of Teaching Effectiveness and Advising, Scholarship and Professional Activities and Service than for tenure and promotion to Associate Professor. A substantial record of excellence indicating significant and sustained professional growth and accomplishment in all three areas of teaching, research and service is expected. In short, candidates for the Professor rank are expected to be recognized leaders, with national and international reputation, in their field and the foundations upon which the University/College fulfills its mission.

Indicators of performance include but are not limited to the following:

**Teaching Effectiveness and Advising:** Candidates for promotion to Professor will have demonstrated that they are effective teachers with persistent distinguished contributions to classroom, laboratory, and individualized instruction at both undergraduate and graduate levels. Substantiating evidence may include peer reviews, student evaluations, teaching awards, published manuscripts and/or textbooks, new course/laboratory/curriculum development, pedagogical development, education-based grants, leading substantial curricular redesign, developing and implementing novel learning assessment methods, leading impactful STEM education initiatives, and participation in teaching development programs including online/mobile. Advising will be evaluated on the basis of ongoing success in undergraduate student academic/career advisement, advising student professional societies, and mentoring undergraduate/graduate student and post-doctoral research.

**Scholarship and Professional Activities:** Candidates for promotion to Professor will have demonstrated, since promotion to Associate Professor, growth in original contributions to the generation and dissemination of knowledge in their area of specialization and a prognosis for sustained activity in pure and/or applied research. Evidence may include: peer-reviewed publications in archival journals/monographs of high quality and impact, publications in refereed conference proceedings, chapters in edited volumes, invited presentations at technical meetings and workshops, doctoral dissertations supervised, patents and copyrights, research awards and honors, and procuring competitive external grant support. Additional evidence of research impact would be commercialization of intellectual property. Sponsored R&D expenditures should exceed the annual average per COE faculty and support graduate students. Further, the candidate’s scholarship will garner independent citations and be recognized by other scholars and/or practitioners in the field as substantive and significant. Special consideration will also be given to scholarship that transcends traditional departmental/disciplinary boundaries or involves international projects or partners. Examples of professional activities may include but are not limited to leadership in professional societies, conference organization, editorships of high-quality journals, service on grant review panels, service on accrediting bodies and consulting activity.

**Service:** Since service is essential to the University mission and community outreach, promotion to Professor will normally require demonstration of strong service contributions and commitment to the overall well-being and growth of the institution. Service to the university may include work at the department, college or university level in the form of active leadership on committees, active participation in university governance, effective performance in compensated administrative posts, activities to recruit/retain/place students, activities to promote educational enrichment opportunities, activities strengthening alumni relations, and activities promoting university advancement. Community/public service may involve use of professional knowledge and experience to benefit individuals, businesses, non-profit organizations, governmental agencies or units other than UMass Dartmouth, by providing instruction, applied research, technical expertise, or other assistance to these entities, pro bono. Compensated professional work is consulting and should be considered within the category of Scholarship and Professional Activities.

Each department is required to maintain on file a current copy of its *Standards for Promotion and Tenure*. Review for promotion to Professor is conducted in the same manner as in the tenure review, including the solicitation of external letters attesting to the stature of the candidate in their discipline. Promotion to the rank of Professor will not be granted solely on the basis of length of service to the college or institution.

Standards for promotion to full professor in the College of Engineering shall be reviewed/revised at least every five years. The process for promotion to full professor should begin with consultation with the department chair and the dean of the college.

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