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Draft Proposal for Teaching Faculty Promotion Criteria

Criteria

The main criterion for appointment and promotion in the Teaching Track is excellence in teaching. However, the entire actual and potential contribution of the candidate to the educational enterprises and, more generally, to all aspects of the mission of Carnegie Mellon University is to be considered.

The evaluation of teaching and of quality in other educational activities requires input from the candidate's students and colleagues as well as documentation of teaching and advising activities where relevant. This evaluation will include consideration of the factors listed under *Teaching and Other Educational Activities* in the *Criteria* subsection of the *Appointment and Tenure Policy of the Mellon College of Science*.

In regard to promotion, the intent of the Appointment and Tenure Policy of Carnegie Mellon University is to be followed. That is, it is indeed the policy that a decision on promotion be made as soon as the appointee is judged to satisfy the criteria for the proposed promotion. However, there is no restriction to the number of reappointments which may be made at any Teaching Track rank. An appointment in the Teaching Track does not establish an expectation of consideration for reappointment or promotion.

Regular and Research Track candidates are expected to have achieved a national or international professional reputation commensurate with the rank of the appointment. In some cases, Teaching Track candidates may achieve a similar recognition through leadership in the field of education as demonstrated by publications on innovations in teaching and participation in external seminars and conferences. Evidence of an international reputation, however, is not a necessary part of the case for appointment or promotion in the Teaching Track. Teaching Track candidates may be evaluated on their actual and potential contributions within the Carnegie Mellon community.

Appointments at the rank of Lecturer are expected to perform their teaching and advising responsibilities with an autonomy equivalent to that of an Assistant Professor. Associate Teaching Professors are expected to demonstrate exceptional mastery in teaching with substantial impact on the educational activities of the university that go beyond the teaching of a particular course or small subset of courses. Such contributions could include participation in curriculum development or extensive advising and mentoring. Appointments at the rank of Teaching Professor are made only for extraordinary accomplishment in teaching and fundamental contributions to the university's education mission. These contributions should be widely visible outside the candidate's department.