

## School of Justice Studies Criteria for P&T

The chart below describes minimum criteria for promotion and tenure in the Department of Criminal Justice & Police Studies. These criteria are designed to guide decision making by the departmental promotion and tenure committee and the department chair within the framework of university guidelines. The use of these criteria is further clarified as follows:

1. Tenure: Candidates for tenure must demonstrate satisfactory performance (i.e., meet minimum criteria) in each of the three areas of scholarship, teaching, and service. (Meeting minimums are necessary but not necessarily sufficient for tenure.)
2. Associate Professor: Candidates for promotion and/or appointment to Associate Professor must meet minimum criteria in each of the three areas of scholarship, teaching, and service. In addition, they must substantially exceed minimum criteria in at least one of these three areas.
3. Professor: Candidates for promotion and/or appointment to Professor must meet minimum criteria in each of the three areas of scholarship, teaching, and service. In addition, they must substantially exceed minimum criteria in at least two of these three areas.

### 1. These guidelines became effective in Fall 2006;

Criteria	Tenure (minimum standards)	Associate Professor (minimum standards)	Full Professor (minimum standards)
Scholarship	A minimum of 5 publications, at least 3 of which are in refereed journals. *	A minimum of 8 publications, at least 4 of which are in refereed journals. The candidate must be sole-author or lead-author for at least 50% of these publications. *	A minimum of 10 publications, at least 5 of which are in refereed journals. The candidate must be sole-author or lead-author for at least 50% of these publications. * In addition, (1) evidence that scholarship is recognized by peers, such as citations and testimonials, and (2) evidence of a sustained research agenda of national and/or international significance
Teaching	Syllabi comply with university standards. Courses are carefully	Syllabi comply with university standards. Courses are carefully	Syllabi comply with university standards. Courses are carefully

	<p>organized and up-to-date. Performance standards for students and grading practices are clearly explained. Teaching evaluations, (e.g. IDEA, peer review, other instruments designed by faculty member under review) demonstrate average performance with regard to course-specific teaching objectives and overall satisfaction with the instructor.</p>	<p>organized and up-to-date. Performance standards for students and grading practices are clearly explained. Teaching evaluations, (e.g. IDEA, peer review, other instruments designed by faculty member under review) demonstrate average performance with regard to course-specific teaching objectives and overall satisfaction with the instructor</p>	<p>organized and up-to-date. Performance standards for students and grading practices are clearly explained. Teaching evaluations, (e.g. IDEA, peer review, other instruments designed by faculty member under review) demonstrate average performance with regard to course-specific teaching objectives and overall satisfaction with the instructor</p>
Service	<p>Serves on departmental committees. Member of regional, national and/or international organizations. Involved in at least one university, community or professional service activity.</p>	<p>Serves on departmental and college committees. Active member of regional, national and/or international organizations (e.g. participates in annual meetings of those organizations; reviewer for refereed journals or publishers). Involved in at least two university, community or professional service activities.</p>	<p>Serves on departmental, college and university committees (e.g. chairs and/or serves on graduate thesis committees). Active member of regional, national and/or international organizations (e.g. participates in annual meetings of those organizations). Involved in at least three university, community or professional service activities. Evidence of contribution to one's discipline, profession, or community (e.g. reviewer for refereed journals or publishers).</p>

\*To accept scholarship guidelines as laid out in the P&T proposal with an amendment that the P&T Committee has the right to determine equivalencies on a case-by-case basis.