**College of Public Service & Community Solutions**

**School of Public Affairs**

**Promotion Criteria for Fixed-Term Faculty**

**Approved by the faculty assembly May 4, 2016**

**Approved by the dean on June 7, 2016**

**Promotion Criteria for Fixed-Term Faculty**

Research faculty, clinical faculty, and lecturers play an important role in the success of our academic programs, our centers, and the School. Promotion of faculty in these multi-year, fixed term appointments is warranted when achievements are tangibly demonstrated. Promotion recognizes a quality of work higher than that expected for renewal, and is based neither on promise nor longevity, but on demonstrated excellence.

It is expected that faculty who seek promotion from the entry level to the next rank have five years in rank, the majority of it at ASU. Promotion to the highest rank is dependent on evidence of a substantial and sustained record of excellent performance since the previous promotion.

The expectations for teaching excellence and the manner in which it is evaluated are the same for all clinical, lecturer, research faculty who also teach, and tenured, and tenure-eligible appointments.

Assigned job responsibilities may vary considerably from candidate to candidate depending on the needs of the unit. Therefore, promotion criteria should be applied in the context of and as appropriate to the job description.

**Lecturers**

**Lecturers** who are appointed on multi-year contracts are eligible for promotion based on demonstrated excellence in teaching and service to the School, in accordance with the job description. The entry-level rank is Lecturer.

**Promotion to the level of Senior Lecturer** requires evidence of sustained excellence and leadership in teaching and related service.

**Promotion to Principal Lecturer** requires significant leadership and exceptional performance in teaching and related service within the field, including contributions to professional associations (including accrediting associations) or journals on teaching in public affairs.

**Criteria for Clinical Faculty**

**Assistant to Associate Clinical Professor**

In accordance with the job description, candidates for promotion from Assistant to Associate Clinical Professor must demonstrate excellence in day-to-day performance and expertise in all job performance responsibilities. This might include regular participation in scholarship/professional development, evidence of initiative, demonstrated leadership and managerial capability, and a commitment to service activities as well as teaching.

**Associate Clinical Professor to Clinical Professor**

The promotion from Associate Clinical to Clinical Professor is based on the requirements of the job, including significant leadership and exceptional performance and a distinguished and recognized record of contributions. Clinical Professors should have achieved national or international recognition through their scholarship, contributions or service to professional organizations, or similar activities.

**Criteria for Research Faculty**

**Promotion to Associate Research Professor**

In accordance with the duties specified in the job description, candidates for promotion to Associate Research Professor must demonstrate significant and substantial contributions to the research mission of the unit. This might include a record of contributions to research and scholarship through dissemination, publication and the conduct of research activities; contributions to successful grant proposals; and evidence of excellence in mentorship, teaching, or supervision of students or employees as part of the research enterprise.

**Promotion to Research Professor**

Promotion from Associate Research Professor to Research Professor is based on the job description and a demonstrable case for how the candidate’s leadership has enhanced the research mission of the unit in a substantial way. This might include a sustained record of scholarly initiative and contributions to the field, leading to nationally or internationally recognized scholarship or expertise; proficiency in the management of a research agenda or team; contributions in gaining external funding; and sustained excellence in mentorship, teaching, and supervision of students and employees in the research enterprise.