

APPENDIX B: HERBERT COLLEGE/UT AGRESEARCH/UT EXTENSION CRITERIA FOR APPOINTMENT TO FACULTY RANK

(Expansion of Section 3.2 of the Faculty Handbook)

"In addition to the expectations listed for each rank below, the university requires the head to determine and attest that each person appointed to the faculty is competent in written and spoken English."

Professors, consistent with their assigned responsibilities, are expected to

1. hold the doctorate or other terminal degree of the discipline, or present equivalent training and experience appropriate to the particular appointment
2. be accomplished teachers, productive researchers and/or Extension educators
3. have achieved and continue to maintain a nationally and internationally recognized record in disciplinary research/scholarship/creative activity
4. have achieved and continue to maintain a record of significant institutional, disciplinary, and/or professional service
5. serve as mentors to junior colleagues
6. have normally served as an associate professor for at least five years
7. have shown beyond doubt that they work well with colleagues, staff, students, and clientele in performing their university responsibilities

Associate professors, consistent with their assigned responsibilities, are expected to

1. hold the doctorate or other terminal degree of the discipline, or to present equivalent training and experience as appropriate to the particular appointment
2. be good teachers, productive researchers and/or Extension educators
3. have achieved and continue to maintain a nationally recognized record in disciplinary research/scholarship/creative activity
4. have achieved and continue to maintain a record of institutional, disciplinary, and/or professional service;
5. have normally served as an assistant professor for at least five years
6. have demonstrated that they work well with colleagues, staff, students, and clientele in performing their university responsibilities

Assistant professors, consistent with their assigned responsibilities, are expected to

1. hold the doctorate or other terminal degree of the discipline, or to present equivalent training and experience as appropriate to the particular appointment
2. show promise as teachers, researchers and/or Extension educators
3. show promise of developing a program in disciplinary research/scholarship/creative activity that is gaining external, national recognition
4. have a developing record of institutional, disciplinary, and/or professional service
5. show evidence that they work well with colleagues, staff, students, and clientele in performing their university responsibilities

In all of these ranks, concerned and effective advising and responsible service to the university are understood to be part of the normal task of a university faculty member."