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| **College** | **Public Service and Community Solutions** |
| **Unit** | **School of Public Affairs** |
| **Document** | **Promotion to Full Guidelines** |
| **Approved by the faculty** | **Date: October 7, 2015** |
| **Approved by the dean** | **Date: June 7, 2016** |

# \*Sent to Provost office June 2016 and under review. Provost office approval

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| **Vice Provost for Academic Personnel** | **Date** |

**Promotion to Professor**

Promotion to the rank of professor requires the candidate to demonstrate a national and international reputation in the field of public administration, public management, or public policy.

# Research

National and international distinction is demonstrated through scholarly contributions that advance the state of knowledge in the field. This may be judged by highly influential research publications, significant effort and success with funded research, nominations for awards of practice or scholarship, and participation on expert panels and other forums. With respect to the influence of publications, professor candidates are expected to marshal evidence using not only standard metrics such as citations, citation indices (e.g. Hirsch factors) and journal impact factors but also narrative explanations of the importance of the candidates' most prominent publications. Issues addressed should include how the work had advanced theory, research, method, practice or pedagogy.

# Teaching

Promotion to the rank of professor also requires demonstration of high quality teaching.

Teaching performance at the undergraduate and Masters' level is characterized by a high level of classroom teaching competence, innovative course design and delivery, and demonstrated impact. The candidate should provide any available evidence of self-assessment of contributions not only to classroom teaching but also to mentoring and direction of theses and dissertations.

# Service

Promotion to the rank of professor requires demonstrated leadership in public and academic service. Examples of such leadership include service to national and international associations, directions of conference panels or sections, holding office in an association, and membership on editorial boards of journal in the discipline. Public service may include providing advice to public agencies, business or nonprofit organizations, relevant media commentary, and various volunteer service activities.

1