College of Business and Technology Performance Guidelines (Promotion and Tenure)
Adopted by the College of Business and Technology Faculty: 1/25/12, Effective 1/1/12
(Updates voted on effective 3/10/2014, 4/28/2021; college name change edits 5/10/22)

These guidelines are to be used by the UNA College of Business and Technology in formulating recommendations for promotion and tenure of college faculty. These guidelines are provided in addition to those provisions found in of the

Recommendation for the Granting of Tenure and Promotion from Assistant to Associate Professor

The guidelines below apply for both the granting of tenure and promotion to associate professor.

Teaching: The candidate must demonstrate a record of effective teaching. The essence of effective teaching is whether the candidate's classroom efforts have contributed positively to the students' development as professionals. Evidence of effective teaching can be demonstrated by but is not limited to the following: the delivery of appropriate course content, course development, innovation in course delivery, the application of rigorous standards, and student and/or peer evaluations of teaching.

Research:* The candidate must demonstrate competenc 1T3c4Tbatd0Tc 0Tw7.2(e)n rTbaondTw7.2(e)n rrTc 0Tw7.(e)-3.9(ny
(, or other appropriate Directory), the
, or another appropriate index. The candidate is res
for providing evidence of journal quality. Exceptions to the minimum of three publications from
lists may include other intellectual contributions or extraordinary contributions. These exceptio
considered on a case-by-case basis by the promotion and tenure review committee for each cand
candidate is responsible for providing supporting evidence of exceptional circumstances.

*Faculty members who do not hold the terminal degree in their teaching field and are classified
"scholarly practitioner" for accreditation purposes will be evaluated on different criteria for rese
purposes. These faculty members must have met the criteria to be "scholarly practitioner" for th
previous five-year time period before promotion or the granting of tenure.

Service: The service expectation for nontenured/assistant faculty members is less than that of tenured