



## **Honors College Faculty Reappointment & Promotion Expectations**

### **Reappointment as an Assistant Teaching Professor**

For reappointment as an Assistant Teaching Professor, the Faculty Review Committee of the Honors Council and the Dean will consider the following criteria (not listed in any rank order)

- Evidence of knowledge and currency in subject matter;
- Knowledge and use of effective instructional strategies;
- Ability to design and implement a course curriculum;
- Ability to formulate and measure course goals, expectations, and outcomes;
- Ability to provide effective oral and/or written feedback to student learning;
- Evidence of effective teaching from peer reviews and student evaluations;
- Demonstrated effective service;
- If part of the distribution of workload effort for the contracted period, evidence of a research agenda of impact and quality, averaging one research output a year.

Normally, an Assistant Teaching Professor's initial appointment is a contract for three years; renewal of that contract results in a second three-year term. After six years of effective teaching, usually at UNC Charlotte, Assistant Teaching Professors may receive a five-year contract.

### **Promotion or Reappointment to Associate Teaching Professor**

For promotion or reappointment to the position of Associate Teaching Professor, the Faculty Review Committee of the Honors Council and the Dean will consider the following criteria (not listed in any rank order)

- Terminal degree in appropriate discipline;

- Six years of full-time teaching experience (usually at UNC Charlotte), or equivalent;
- Demonstrated excellence in teaching, curriculum development and innovation;
- Demonstrated commitment to student success;
- Demonstrated effective service;
- Evidence of on-going programmatic contributions to the University's teaching mission;
- Demonstrated ability and willingness to participate in college and university affairs;
- If part of the distribution of effort for the contracted period, evidence of a focused research agenda of impact and quality, averaging one research output a year;
- Evidence of promise in at least one additional area, such as scholarship of teaching, external funding for pedagogical activities, the scholarship of engagement, or extensive involvement in non-classroom activities with students. Such non-classroom activities with students could include, but not be limited to, advising, program supervision, recruitment, workshops for undergraduate teaching assistants, club supervision, experiential learning (such as internships, study abroad, undergraduate research, etc.).

Promotion to Associate Teaching Professor should be accompanied by an increase in salary. Associate Teaching Professors may be appointed for renewable terms of up to five years with comprehensive evaluations every five years thereafter.

### **Promotion or Reappointment to Full Teaching Professor**

For promotion or reappointment to the position of Full Teaching Professor, the Faculty Review Committee of the Honors Council and the Dean will consider the following criteria (not listed in any rank order):

- Approximately eleven years of full-time college-level teaching experience, or a combination of teaching and relevant work experience, with at least five years of teaching performed at UNC Charlotte.
- An outstanding record of teaching/instruction with numerous strengths and few weaknesses. Such strengths should include current knowledge of subject matter; clear organization of course design and material; capacity to instill and sustain interest, enthusiasm, and dedication in students; and a record of innovative teaching practices. Nominees should be acknowledged to be among the most notable teachers in the College.

- Clear evidence of on-going and significant programmatic contributions to the University's teaching mission. Such contributions will normally include systematic assessment of instructional processes/outcomes, the application of findings to enhancing course and program effectiveness, and ongoing contributions to College-, and University-defined needs, priorities, and initiatives in the areas of teaching and pedagogy.
- A demonstrated record of service. This record may include activities such as the active participation on appropriate departmental, college and university committees, the recruitment of undergraduate students, the supervision of undergraduate research and/or independent study projects, and the peer review of teaching. Service to the community or to the profession may also be included when it is related to teaching or educational outreach.
- Substantial evidence of success in at least one additional area, such as scholarship of teaching, external funding for pedagogical activities, the scholarship of engagement, or extensive involvement in non-classroom activities with students. Such non-classroom activities with students could include, but not be limited to, advising, program supervision, recruitment, workshops for undergraduate teaching assistants, club supervision, experiential learning (such as internships, study abroad, undergraduate research, etc.).

Promotion to Full Teaching Professor should be accompanied by an increase in salary. Full Teaching Professors may be appointed for renewable terms of up to five years with comprehensive evaluations every five years thereafter.