

**MARITIME COLLEGE PROMOTION AND TENURE QUALIFICATIONS (REVISED 2/15/11)**

	Rank	MASTERY OF SUBJECT MATTER (Minimum Degree/License Combinations)		EFFECTIVENESS IN TEACHING	SCHOLARLY ABILITY	EFFECTIVENESS OF UNIVERSITY SERVICE		CONTINUING GROWTH
		Terminal Qualification	Other Qualifications	Teaching Requirements	Research Requirements	Service to Institution	Service to Community	Service to Profession
		<b>Instructor</b>	MS	N/A	Good potential	N/A	N/A	N/A
<b>Global Business &amp; Transportation</b>	<b>Assistant Professor with and without Cont. Appt.</b>	PhD and/or Terminal Degree		Performance should be more than merely satisfactory with clear demonstration of the potential to be excellent/outstanding. Evidence of curriculum development (e.g. review and revision of existing courses/programs, creation of new courses/programs)	Dissertation	Positive and proactive involvement in department committees and projects. Commitment to academic advising, student recruitment and retention	Good potential	Remaining current in one's field through relevant coursework (where needed) and attendance at local, national, or regional professional conferences. Membership in appropriate professional organizations
	<b>Associate Professor without Cont. Appt.</b>	PhD and/or Terminal Degree		Should exhibit a mastery of more diverse methodologies, an ability to teach a broader range of courses, and a greater adaptability to meeting diverse student needs. Excellent classroom performance.	Post-dissertation publications encouraged	Strong presence at the department level as well as solid service at the college level. Have a significant, positive impact on departmental matters. Becoming well-known to faculty and administrators outside the department through meetings, committees, and projects	Modest community engagement encouraged	Move toward an active role in professional organizations
	<b>Associate Professor with Cont. Appt.</b>	PhD and/or Terminal Degree		Should exhibit a mastery of more diverse methodologies, an ability to teach a broader range of courses, and a greater adaptability to meeting diverse student needs. Excellent classroom performance. Capable of peer mentoring new faculty	Post-dissertation publications encouraged	Strong presence at the department level as well as solid service at the college level. Have a significant, positive impact on departmental matters. Becoming well-known to faculty and administrators outside the department through meetings, committees, and projects	Community engagement encouraged	Move toward an active role in professional organizations
	<b>Professor</b>	PhD and/or Terminal Degree		Demonstrate significant mastery of teaching. Capable of utilizing the full range of instructional methodologies, be able to teach the broadest possible range of courses and be capable of responding with skill and self-assurance to the full spectrum of students' educational needs. Classroom performance excellent, in all categories. Capable of peer mentoring new faculty	Post-dissertation publications encouraged	Strong proactive service at the college level, as well as university and department levels. Strong and positive college presence, and is well-known to faculty and administrators outside the department/college. Demonstrates a positive attitude and a leadership role in some area of service to the college.	Community engagement encouraged	Leadership role in a professional organization
	<b>Lecturer</b>	MS	plus extensive teaching or professional in-field experience	Satisfactory Performance in teaching	N/A	Departmental or college-wide responsibilities supporting academics	N/A	N/A

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		distinguished accomplishment in industry related to Transportation						
	<b>Senior Lecturer</b>							

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