

# Statement of Norms, Standards and Expectations regarding Appointment and Promotion of Faculty Members

Revised 25 June 2021<sup>1</sup>

College of Applied Health Sciences  
University of Illinois at Chicago

## Introduction

The faculty of the College of Applied Health Sciences (AHS) is a diverse group of scientists, scholars, educators, and clinicians. In accord with the missions of the University of Illinois at Chicago (UIC), the primary missions of AHS are research/scholarship, teaching, and service.

## I. Tenure Track

The award of tenure is reserved for faculty with a record of focused and sustained research/scholarly productivity, in addition to accomplished participation in educational activities and service to UIC, their profession/discipline and in the public sphere. The award of tenure is an expression of confidence that the recipient will continue to pursue and maintain excellence as an active researcher/scholar, an educator, and as a leader in their profession/discipline.

**I.A Assistant Professor.** Appointment at the rank of Assistant Professor requires the candidate to hold a doctorate or terminal professional/disciplinary degree and to have begun either an:

**I.A.1 independent** research/scholarly direction that is consistent with fulfilling the criteria for promotion to Associate Professor, including a demonstrated record of research/scholarly publications.

Further, appointment at the level of Assistant Professor requires the candidate to have demonstrated promise in:

- acquisition of appropriate levels of funding
- teaching
- service, and
- commitment to diversity, equity, and inclusion

OR

**I.A.2 interdependent** research/scholarly direction that is consistent with fulfilling the criteria for promotion to Associate Professor, including a demonstrated record of research/scholarly publications and on each of which the candidate has demonstrably contributed unique disciplinary-specific, subject matter expertise.

Further, appointment at the level of Assistant Professor requires the candidate to have demonstrated promise in:

- acquisition of appropriate levels of funding
- teaching
- service, and
- commitment to diversity, equity, and inclusion

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<sup>1</sup> Approved by the AHS Promotion and Tenure Committee, 25 June 2021

**I.B Associate Professor.** Promotion to Associate Professor with tenure requires demonstration of a clear national reputation for research/scholarly contributions to their profession/discipline, demonstrable promise of becoming leaders in their profession/discipline, and demonstrable evidence of continued commitment to diversity, equity, and inclusion.

**I.B.1** Metrics by which excellence in research/scholarship may be gauged include, but are not limited to substantial growth of independent or interdependent research/scholarship of the highest quality in the candidate's discipline/profession with an emphasis on peer reviewed publications in discipline-specific and/or professional-specific journals of high-quality, publication of scholarly book(s) from respected academic presses, critically reviewed performance art; having secured appropriate levels of funding; memberships on editorial boards, scientific review committees and advisory boards; invited presentations, professional/disciplinary recognitions and awards; and elected positions in national/international professional/disciplinary organizations.

**I.B.2** Metrics by which excellence in teaching may be gauged include, but are not limited to ongoing contributions to course and curriculum design, development, and evaluation; significant involvement in mentoring undergraduate, graduate and/or post-professional students; development of instructional techniques, software and/or teaching materials; excellent student and peer evaluations; and formal recognition of teaching.

**I.B.3** Metrics by which excellence in service may be gauged include a combination of substantive service to the department, college and university, profession/discipline, governmental organization(s) and the public sphere.

**I.C Professor.** Promotion from Associate Professor to Professor requires the candidate to demonstrate both a national and international reputation for sustained high quality research/scholarly contributions that have advanced their discipline/profession (see Section I.B.1). Promotion from Associate Professor to Professor also requires recognition of the candidate as a leader in their discipline/profession. Evidence of continued excellence in teaching (See Section I.B.2), continued substantive service (See Section I.B.3) and demonstrable evidence of continued commitment to diversity, equity and inclusion.

## **II. Non-tenure track**

**II.A Clinical.** Faculty in this category have a principal commitment to excellence in *clinical teaching*<sup>2</sup> and/or service. Faculty in this category also are expected to demonstrate a record of participation in research/scholarly activity. Clinical faculty are not expected to be independent investigators nor is the receipt of external funds as PI for research and other scholarly pursuits required for promotion although it is encouraged.

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<sup>2</sup> "In this text clinical teaching is defined as that which students to integrate their previously acquired knowledge with skills and competencies. As students translate theory into practice, personal and professional skills, attitudes and behaviours are learned and practiced in the care of clients or patients." From, White R and Ewan CE. Clinical Teaching in Nursing, 1991.

**II.A.1 Clinical Assistant Professor.** Appointment at the rank of Clinical Assistant Professor requires the candidate to hold a doctorate, terminal, or advanced degree, as dictated by the needs of the department. Demonstration of previous successful teaching experience and promise of achieving excellence in teaching is expected. Commitment to diversity, equity, and inclusion is expected.

**II.A.2 Clinical Associate Professor.** Promotion to Clinical Associate Professor requires achievement of excellence in both teaching and service (See Sections I.B.2 and I.B.3). The candidate must demonstrate promise of becoming leaders in their discipline/profession and must have attained a reputation of excellence at the local or regional level. Faculty promoted to Clinical Associate Professor must be engaged in productive research/scholarship (see Section I.B.1) and demonstrate evidence of their commitment to diversity, equity, and inclusion.

**II.A.3 Clinical Professor.** Promotion to Clinical Professor requires achievement of sustained excellence in their teaching, service, research/scholarly activity, and demonstrable evidence of their continued commitment to diversity, equity, and inclusion. Faculty promoted to Clinical Professor must have attained a reputation of excellence and leadership in their fields nationally and/or internationally.

**II.B Teaching** Faculty in this category have a principal commitment to excellence in non-clinical teaching. Faculty in this category also are expected to demonstrate a record of having provided substantive service. At the discretion of the department, research/scholarly activity may be assigned as a third element in this category. If so assigned, faculty in this category are not expected to be independent investigators although engagement in productive research/scholarly activity is expected.

**II.B.1 Teaching Assistant Professor** Appointment at the rank of Teaching Assistant Professor requires the candidate to hold a doctorate, terminal, or advanced degree, as dictated by the needs of the department. Demonstration of previous successful teaching experience and promise of attaining excellence in teaching is expected. Promise for fulfilling a commitment to diversity, equity, and inclusion is expected.

**II.B.2 Teaching Associate Professor** Promotion to Teaching Associate Professor requires demonstrated excellence in teaching and service (See Section I.B.2 and I.B.3). The candidate must have attained a reputation of excellence for their teaching at the local level, demonstrate evidence of their commitment to diversity, equity, and inclusion, and where appropriate, evidence of productive research/scholarly activity (Section I.B.1).

**II.B.3 Teaching Professor** Promotion to Teaching Professor requires achievement of sustained excellence in their teaching and service, and demonstrable evidence of continued commitment to diversity, equity, and inclusion. Faculty promoted to Teaching Professor should have attained a reputation of excellence for their teaching beyond the local level. Where appropriate, demonstrated participation in sustained, productive research/scholarly activity is expected.

**II.B Research.** Faculty in this category have a primary commitment to research/scholarship.

**II.B.1** Appointment at the level of Research Assistant Professor requires the candidate to

hold a doctorate or terminal professional/disciplinary degree, to have begun a promising research/scholarship program that is consistent with fulfilling the criteria for promotion to associate professor in the tenure track (See Section I.B.1).

Criteria for the promotion in the Research Track parallel those of the Tenure Track (See Sections I.B.2 and I.B.3). It is recognized that faculty in the research category normally have reduced teaching and service responsibilities, but correspondingly increased responsibility in research/scholarship.

**II.C Lecturer/Instructor Tracks.** Faculty in this track have a primary commitment to teaching.

### **II.C Lecturer**

**II.C.1 Lecturer** Faculty appointed in this track hold a graduate degree in an appropriate field of specialization and have a primary commitment in teaching.

**II.C.2 Senior Lecturer** Lecturers who have completed at least three academic years as a lecturer within a five year period with at least a 50% appointment in the unit and have a record of excellent teaching may be considered for promotion to Senior Lecturer.

### **II.D Instructor**

**II.D.1 Instructor** Faculty appointed in this track have a terminal degree in an appropriate field of specialization (current instructors without a terminal degree will be grandfathered in this policy), and have primary commitments to teaching and service. In some cases, at the discretion of the department head, instructors may be provided with the opportunity to pursue research/scholarly activity.

**II.D.2 Senior Instructor** Instructors who have completed at least three academic years as an instructor within a five year period with at least a 50% appointment in the unit and have a record of excellent teaching may be considered for promotion to Senior Instructor.