

## College or Department Level Promotion/Tenure Criteria

**College** Business & Technology  
**Department** Engineering, Engineering Technology, & Surveying  
**Approved** July 2015

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### Departmental Criteria to be Considered in Tenure Recommendations

The Definitions for Teaching / Research/ Service listed in ETSU/TBR policy for tenure shall be used with the following additions:

#### For the Teaching Area:

Engineering, Engineering Technology, and Surveying faculty will also show continued course and materials development to meet demanding technological changes.

Varying loads as a function of administrative / advising / graduate supervision / mentoring shall be considered as a function of total workload for the teaching area.

Developing laboratory material when applicable to support program requirements shall be counted toward total workload for the teaching area.

#### For the Research/Scholarship/Creative Activities Area:

Discipline related projects, which result in externally or internally funded research or development, shall be counted toward the area of Research/Scholarship/Creative Activities.

#### For the Service Area:

The definition for service shall include funded and pro bono consulting in the discipline area.

#### Collegiality of applicants shall be considered based on the following definition:

The ability to work well with colleagues is a vital faculty attribute and should be assessed in the context of the faculty member's responsibilities including the areas of scholarship, teaching and service. Faculty members should be assessed in the context of their demonstrated abilities to collaborate and constructively cooperate in all aspects of teaching, research/scholarship and service, including issues of departmental governance. Collegiality and student advising should also be viewed as an aspect of a faculty member's performance as it contributes to the growth and well-being of the department or academic program unit, and to the accomplishment of their respective missions.

Also each Candidate shall provide at the end of the third year a draft tenure document for review by the departmental tenured faculty or departmental tenure review committee. The Tenure documents shall be reviewed by a minimum of one external reviewer in a similar discipline area or an internal reviewer in a different department. The tenure committee will work with the candidate to select this reviewer and the tenure committee can consider the external reviewers comments in its deliberations.

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The Definitions for Teaching / Research/ Service listed in ETSU/TBR policy for tenure shall be used with the following additions:

- Discipline related projects, which result in externally or internally funded research or development, shall be counted toward the area of Research/Scholarship/Creative Activities.
- Creative endeavors in the discipline area that reflect intellectual growth shall be counted toward the area of Research / Scholarship / Creative Activities.
- The definition for service shall include funded and pro bono consulting in the discipline area.
- Collegiality as defined in the tenure section above shall be an additional area considered at the department level for promotion.
- For the Associate Professor the terminal degree for the area will be defined by the appropriate accreditation body (eg. ABET).
- For promotion to Professor documented evidence of sustained high quality professional productivity and national or regional recognition in the academic discipline.