

POLICIES GOVERNING THE RECOMMENDATION FOR THE AWARD OF
TENURE AND PROMOTION IN THE SCHOOL OF EDUCATION

The tenure and promotion recommendation policies contain criteria with regard to research and creative/scholarly achievement, teaching, service, external evaluation, and professional relationships. The criteria are not meant to be rigid standards. Their attainment does not guarantee tenure or promotion by the University, and their lack of attainment does not preclude a recommendation in favor of tenure or promotion. The criteria are intended to serve as minimal expectations to guide departments in their professional judgment of individuals. The criteria also can guide the individual in deciding if he or she is eligible to apply for tenure and/or promotion. Additionally, satisfactory reports from external evaluators are critical to an overall judgment in favor of the candidate and will be required. These policies supplement the language of the applicable policies of the University. Departmental autonomy of judgment remains; although this document is for the unit, tenured departmental faculty, rather than all School of Education faculty, will vote as to the appropriateness of an applicants' credentials

Criteria for Tenure and Promotion from the Rank of Assistant Professor to Associate Professor:

I. Research and Creative/Scholarly Achievement

The faculty member will provide evidence of:

- A. Publications in refereed or other scholarly professional journals with international, national, or regional reputations. These publications should be during the individual's period of employment in a professorial rank at The University of Mississippi. If the candidate brings a record of scholarly activity, the requirement of a publication record while employed at The University of Mississippi may be modified. Publication of a book shall be considered as equivalent to authorship of multiple journal articles. Authorship is recognized whether or not the individual is the senior author.

and

- B. Examples of other activities, including papers read at scholarly conferences, editorial work for publications, receipt of research grants or contracts that support continued research, and publication of manuals, media materials, or articles in state journals. Across the activities, different levels (state, regional, national, and international) must be represented.

In the event that a candidate's scholarly work has contributed significantly to changes in the knowledge base and/or the practice of the candidate's profession, or has had a significant influence on the society at large, then the requirement of scholarly activities expected may be modified.

II. Teaching

The faculty member will demonstrate quality teaching as evidenced by:

- A. Evaluation by students using The University of Mississippi evaluation instrument.

and

- B. Joint evaluation by the department chair and a tenured faculty member each semester. The evaluation will require a conference after each observation, during which strengths, weaknesses, and recommendations would be discussed. Information from other sources, e.g., data from student interviews and examination of course materials, may also be used in the evaluative process. Additional classroom evaluations will be held if circumstances require them.

and, for example,

- C. Advising of students, the candidate's ability to motivate a wide range of students, development of new instructional techniques and teaching materials, publication of books, or other materials which contribute to teaching, direction of dissertations and theses, receipt of educational contracts that support teaching, and teaching awards.

111. Service

The faculty member will exhibit application of professional expertise through service activities. The specific expectations are:

- 1. Instances of service activities that include performance in some of the following categories of activities: consultantships, clinical activities, service to professional organizations, and other forms of funded and unfunded public service. Service activities might also include off campus teaching, if overload, and contributions to University, School, or departmental governance.

IV. External Evaluations

- A. Evaluation of the candidate's research and creative/scholarly activities by four professional colleagues outside the University will be required. Two external evaluators will be selected by the candidate, with others to be selected by the department chair. The majority of these external evaluations should be favorable.

and

- B. The candidate will be responsible for preparing a dossier to be sent to the outside evaluators which shall be the same as the set of materials sent to the University personnel considering the candidate for tenure.

V. Professional Relationships

The faculty member will exhibit ethical behavior

Criteria for Promotion from the Rank of Associate Professor to Professor:

I. Research and Creative/Scholarly Achievement

The faculty member will provide evidence of:

- A. Publications in refereed or other scholarly professional journals with international, national, or regional reputations. These publications should be during the individual's period of employment in a professorial rank at The University of Mississippi. If the candidate brings a record of scholarly activity, the requirement of a publication record while employed at The University of Mississippi may be modified. Publication of a book shall be considered as equivalent to authorship of multiple journal articles. Authorship is recognized whether or not the individual is the senior author.

and

- B. Examples of other activities, including papers read at scholarly conferences, editorial work for publications, receipt of research grants or contracts that support continued research, and publication of manuals, media materials, or articles in state journals. Across the activities, different levels (state, regional, national, and international) must be represented.

In the event that a candidate's scholarly work has contributed significantly to changes in the knowledge base and/or the practice of the candidate's profession, or has had a significant influence on the society at large, then the requirement of scholarly activities expected may be modified.:

II. Teaching

The faculty member will demonstrate quality teaching as evidenced by:

- A. Evaluation by students using The University of Mississippi evaluation instrument.

and

- B. Joint evaluation by the department chair and a tenured faculty member each semester. The evaluation will require a conference after each observation, during which strengths, weaknesses, and recommendations would be discussed. Information from other sources, e.g., data from student interviews and examination of course materials, may also be used in the evaluative process. Additional classroom evaluations will be held if circumstances require them.

and, for example,

- C. Advising of students, the candidate's ability to motivate a wide range of students, development of new instructional techniques and teaching materials, publication of books, or other materials which contribute to teaching, direction of dissertations and theses, receipt of educational contracts that support teaching, and teaching awards.

III. Service

The faculty member will exhibit application of professional expertise through service activities. The specific expectations are:

Instances of service activities that include performance in some of the following categories of activities: consultantships, clinical activities, service to professional organizations, and other forms of funded and unfunded public service. Service activities might also include off campus teaching, if overload, and contributions to University, School, or departmental governance.

IV. External Evaluations

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and

- B. The candidate will be responsible for preparing a dossier to be sent to the outside evaluators which shall be the same as the set of materials sent to the University personnel considering the candidate for tenure.

V. Professional Relationships

The faculty member will exhibit ethical behavior.

The faculty of the School of Education will review this document annually and will modify it as necessary.

Affirmed by SOE Faculty on April 29, 2022

Tenure and/or Promotion Dossier Routing Sheet

Action	Published Deadline	Date completed or Forwarded	Signature of Responsible Individual
Submission of Dossier	September 1		
Departmental Meeting	Prior to November 21		
Department recommendation to Dean	November 21		
Dean's recommendation to Graduate Dean	December 10 (T) January 3 (P)		
Graduate Dean's Recommendation to Vice-Chancellor for Academic Affairs	January 15		