

**University of Maryland Eastern Shore**  
Promotion & Tenure Guidelines Departmental Criteria

**Introduction**

Each department shall be responsible for developing and adopting criteria for appraising the qualities and performance of faculty members, including the department chairperson. Promotion to a higher rank shall be based on merit and cannot be considered automatic or simply the result of service to the University for a number of years. Moreover, successive reappointments or the completion of a specified period of service do not confer a right to appointment with tenure, except as described in this policy.

**Candidate Evaluation Criteria**

Criteria used in making evaluations shall be based upon the mission of the University of Maryland Eastern Shore. For most faculty members criteria will include: (A) teaching, (B) scholarship, and (C) service.

Evaluation Scale	Weight
Teaching	
Scholarship	50%
Service	

- A. Teaching:** As defined by the department and/or the university. Examples and point values are to be included on the table along with the point maximum. The evaluation of teaching shall include but is not limited to the following examples:

Activity	Point Value

Point maximum: \_\_\_\_\_

- B. Scholarship:** The Boyer Model defines scholarship as four different categories (1990). These categories include: (1) scholarship of discovery, (2) integration, (3) application, and (4) teaching. Faculty will show evidence of performance that is not replicated from other criteria in at least two of the four categories as chosen by the department. Each category is worth 25 points each.

1. Scholarship of discovery: This form of scholarship is defined as the effort, process, and/or outcome of discipline-specific investigations and the advancement of new knowledge.

Activity	Point Value

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Point maximum: \_\_\_\_\_

2. **Scholarship of integration:** This form of scholarship is defined as cross-disciplinary work that makes connections, forms new data, and/or educates and adds insight to original research. It also includes organizing cross-disciplinary seminars/conferences and connections across social environments.

Activity	Point Value

Point maximum: \_\_\_\_\_

3. **Scholarship of application:** This form of scholarship is defined as disciplinary-specific work in the form of consultations, assistance, policy and/or program analysis and evaluation. The Scholarship of Application is representative of engagement activities with a specific discipline. This form of scholarship may also include participation on a committee, organizing a conference, and/or new course/program development.

Activity	Point Value

Point maximum: \_\_\_\_\_

4. **Scholarship of teaching:** This form of scholarship is defined as the procedures employed in the classroom and an evaluation of those procedures through a self-assessment, student assessment, and peer assessment. It is recommended that the self-assessment include course syllabi, a description of assignments, and copies of examinations or evaluation criteria. Student assessments shall include student evaluations of instruction. Peer assessments may include evaluations from the chair and/or peers. Peer assessments may also include the submission of articles to journals that focus on teaching.

Activity	Point Value

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Point maximum: \_\_\_\_\_

**C. Service:** As defined by the department and/or the university. Examples and point values are to be included on the table along with the point maximum. The evaluation of service shall include but is not limited to the following examples:

Activity	Point Value

Point maximum: \_\_\_\_\_