

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. The criteria for evaluation is based on the Boyer Model (1990). For most faculty members criteria will include **three of the four categories**: (A) scholarship of teaching, (B) scholarship of discovery, (C) scholarship of application, or (D) scholarship of integration. Faculty will provide evidence of exemplary work within the chosen categories.

- A. Scholarship of (*instruction*) 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.

The evaluation for the Scholarship of Teaching shall include but is not limited to:

Activity	Point Value

- B. Scholarship of (*research*) Discovery:** This form of scholarship is defined as the effort, process, and/or outcome of discipline-specific investigations and/or the advancement of new knowledge.

The evaluation for the Scholarship of Discovery shall include but is not limited to:

Activity	Point Value

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C. Scholarship of (*service to the university*) 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.

The evaluation the Scholarship of Application shall include but is not limited to:

Activity	Point Value

D. Scholarship of (*service to the community*) 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.

The evaluation of the Scholarship of Integration shall include but is not limited to:

Activity	Point Value