

FORM 8

SIGNATURE SHEET FOR EVALUATIVE CRITERIA

APPROVED CRITERIA SHALL HAVE ALL

Date Sent to Dean/Supervisor: 10/10/19

Signature



Date

10/25/19

Approved



Checklist Item 3

Department of Educational Services and Leadership

Promotion Policy

1. Introduction

The Department of Educational Services and Leadership takes seriously its professional responsibility to offer programs of the highest quality. We recognize that our excellence is directly related to the ability, commitment, and continuing development of our faculty. We, hereby, pledge ourselves to the rigorous and on-going assessment of faculty effort.

This policy is intended to contribute to our excellence in several ways. First, it sets the standards for promotion to the ranks of associate professor and professor. We will

2.2 Goals

- * To prepare educational leaders committed to democratic principles

promotion policy: good organization of subject matter and course material; effective

instruction; broad-based enthusiasm for subject matter and teaching; positive

portfolios. Excellence in teaching shall be demonstrated by strong peer evaluations that document teaching excellence without any significant areas in need of improvement in relation to the criteria adopted by the department for peer evaluations over a sustained period of time.

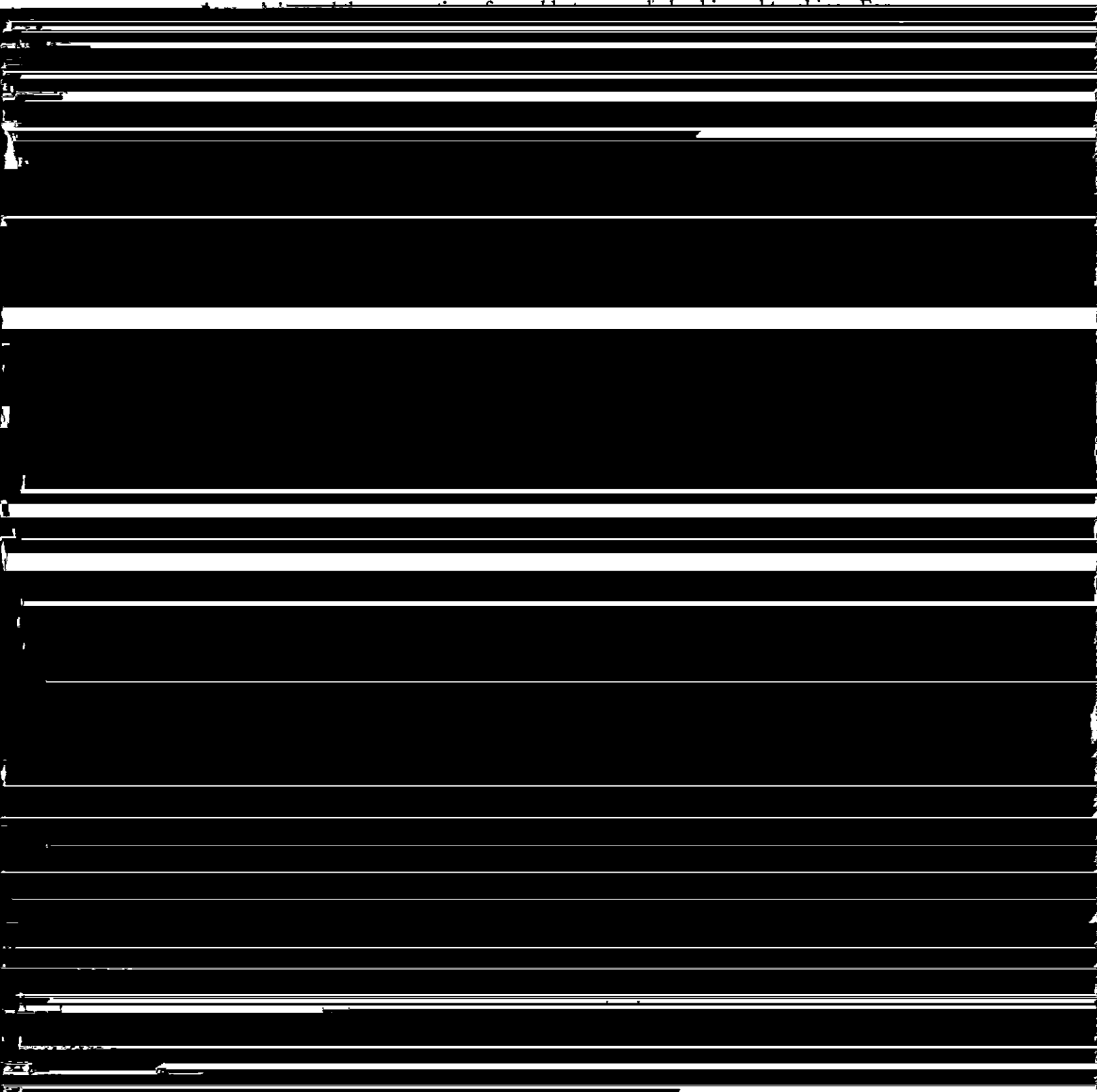
Student Assessment of Teaching Effectiveness. A minimum of two student course assessments in the two years prior to application for promotion, using the officially approved departmental student evaluation process and form are required. Unless otherwise approved by the department chair, these student assessments will include the online faculty center student evaluation form, the global student evaluation form, the SIR II, or the departmental developed evaluation form. A faculty member must detail how the student evaluation forms demonstrate excellence in teaching over a sustained period of time.

Advising. Evidence of satisfactory student advising for a sustained period of time must

situations, the candidate has the burden of demonstrating to the departmental promotion committee the reasons for not achieving a specific benchmark and why that should not prevent a finding by the committee that the candidate has shown excellence in teaching sufficient to warrant promotion.

3.3 Research and Creative Activity

The department values the intellectual development that accompanies all research and



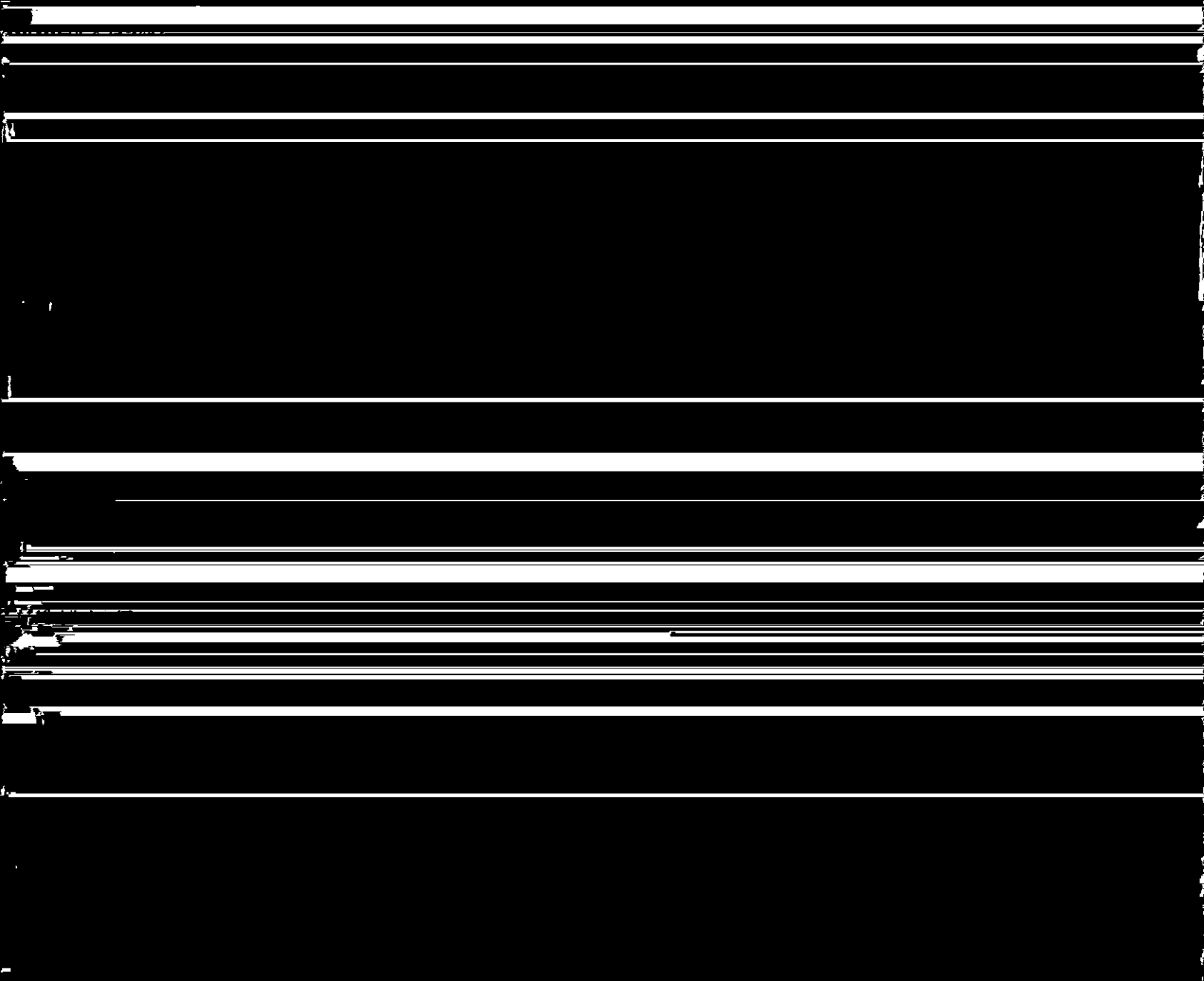
- H. Presenting at a national or international professional meeting as an invited speaker
- I. Writing successfully funded program evaluation

Medium

- J. Presenting a peer-reviewed paper at a regional or state scholarly/academic meeting
- K. Participation in research activities sponsored by academic/scholarly organizations
- L. Serving as a discussant on a peer-reviewed panel at a state, regional, national or international scholarly/academic meeting
- M. Participation on a funded grant as key personnel

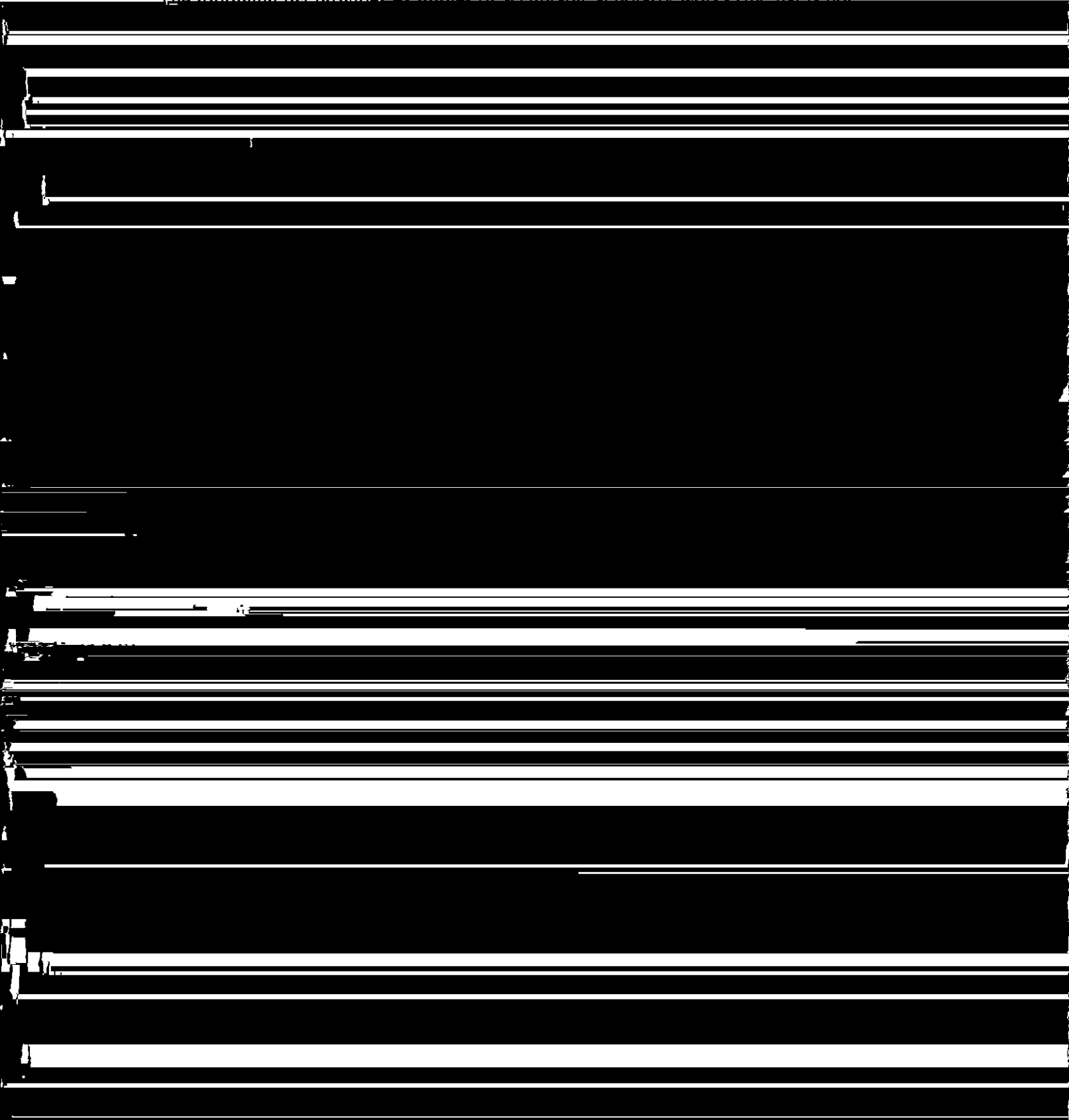
Low

N. Publishing a scholarly/academic article



contributed to the relevant body of knowledge and have helped to advance the mission of Rowan University, the College of Education and the Department of Educational Services and Leadership.

The following list provides examples of acceptable scholarly works (the list is not

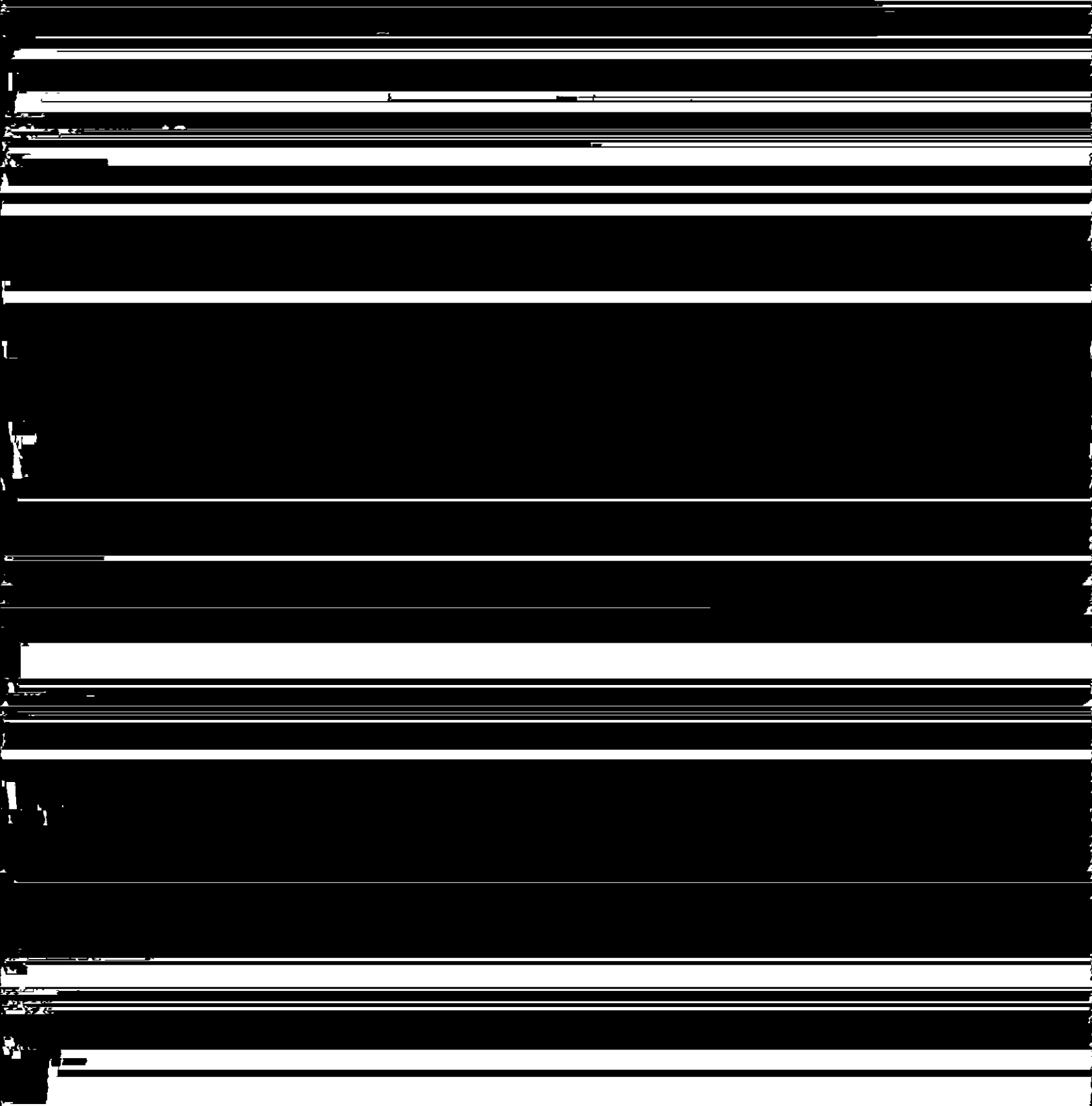


contributions that a candidate may present as evidence for this category but candidates need not have engaged in service in every category (committees include ad hoc committees, standing committees and task forces)

Service on task forces

Service on advisory board

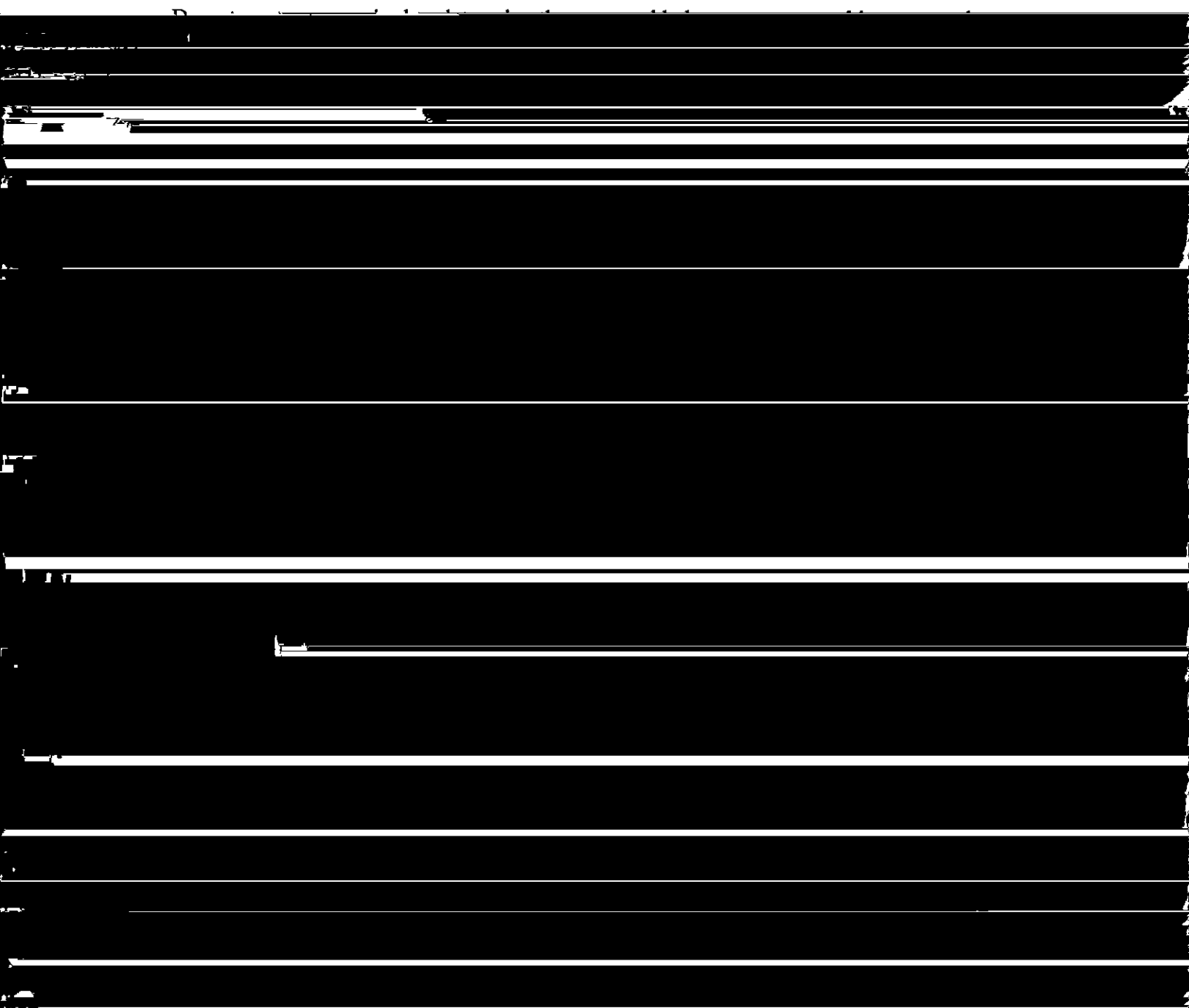
Workshop or presentation for educational organizations



determine the importance of each contribution in establishing whether the candidate has met the required overall level of service. The more substantial and important the service, the more highly valued it will be. For example, service as chair of a committee may require substantially greater commitment of time and effort than service as a member of that committee and would, therefore be given greater significance by the promotion committee than service as a member of that committee. However, no specific experience will be required in order to meet the requirements of this category.

Letters from agencies, committee chairs, etc. that attest to the specific relevant contributions by the candidate providing the service are strongly encouraged but are not required.

4. Balance for Categories



assistance to department members in developing the plan. The department chair and the dean must approve the plan as the basis for future performance assessments. Candidates may change the plan as new opportunities or concerns arise, however, any changes shall

8. Process

The schedule of departmental evaluation shall follow the timelines established by the university Memorandum of Understanding.

From time to time, it may become desirable or necessary to revise the standards, criteria, and/or process set forth in this policy statement. To that end, any full-time faculty member in the department may introduce an amendment to this policy by sending a written request and rationale to the department chair. The department as a whole and the dean of the College of Education and the Provost must review the proposed revision and