

FORM 49

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DEPARTMENT OF INTERDISCIPLINARY AND INCLUSIVE EDUCATION

Introduction

"Promotion is the recognition of a measure of stature and a reward for accomplishments by faculty within both the discipline and the profession. Promotion, the conferral of a higher academic rank, is neither automatic nor the result of seniority. At each professional rank, there are required qualifications and expectations. A fully engaged member of the university community recognized for promotion is one who demonstrates teaching effectiveness, engages in scholarly and/or creative activity, and actively participates in service to the community and the profession. For tenured faculty



Department Mission

The mission of the Department of Interdisciplinary and Inclusive Education is to teach and learn with a collaborative focus across disciplines and content area domains.

Specifically, we seek to develop educators who impact classroom communities by:

- collaborating with families and community partners;
- integrating best practice, current research, and immersing themselves in school communities; and
- preparing and supporting all learners through the development of caring, inclusive classrooms and integrated curriculum.

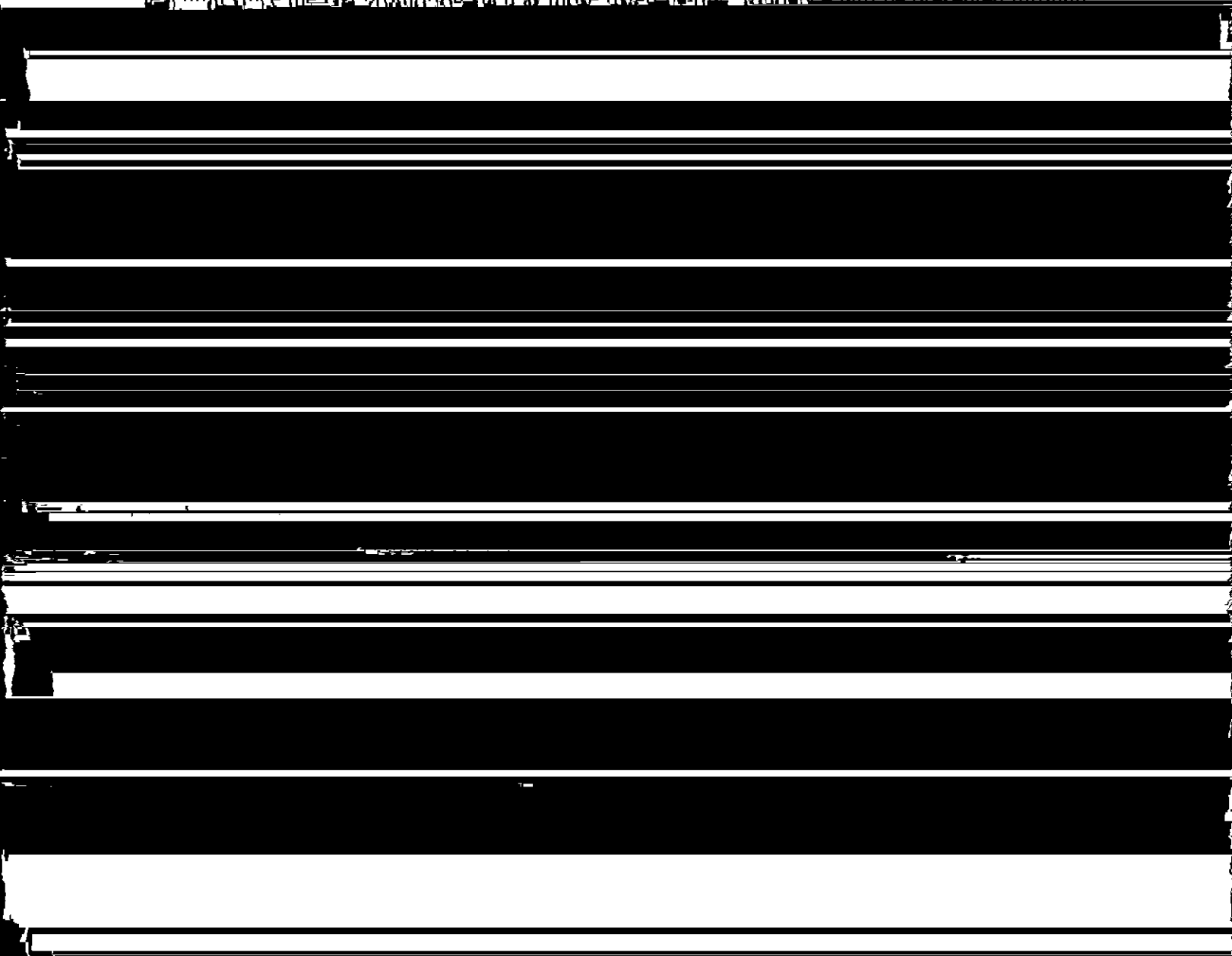
The Department of Interdisciplinary and Inclusive Education concurs with the guiding principles of the Memorandum of Agreement (2019-21) that excellence in teaching is the most important contribution made by its members and will be given the most weight in promotion decisions (sec. 2.521). However, promotion is based on full engagement as a University member and demonstration of teaching effectiveness, engagement in scholarly and/or creative activity, and active participation in service to the community and the profession.

Teaching Effectiveness

“Teaching Effectiveness– includes academic instruction, student mentoring, developing learning activities, and developing as a teacher. The process for assessing teaching effectiveness shall include two basic components: the candidate’s statement of goals and evidence of success in realizing these goals. Evidence of success shall consist of the candidate’s own perceptions, his/her analysis of student perceptions of the teaching/learning experience, and colleague assessment of the candidate’s teaching effectiveness, which would include classroom observations or other valid methods of assessing teaching effectiveness. Characteristics of excellence and procedures for assessment of developing learning activities will be developed by each department and approved by the respective dean. Assessment of Teaching must be of Rowan classes” (MOA, 2019-21, sec. 4.1).

Academic Instruction (MOA 2019-2021, sec. 4.11)

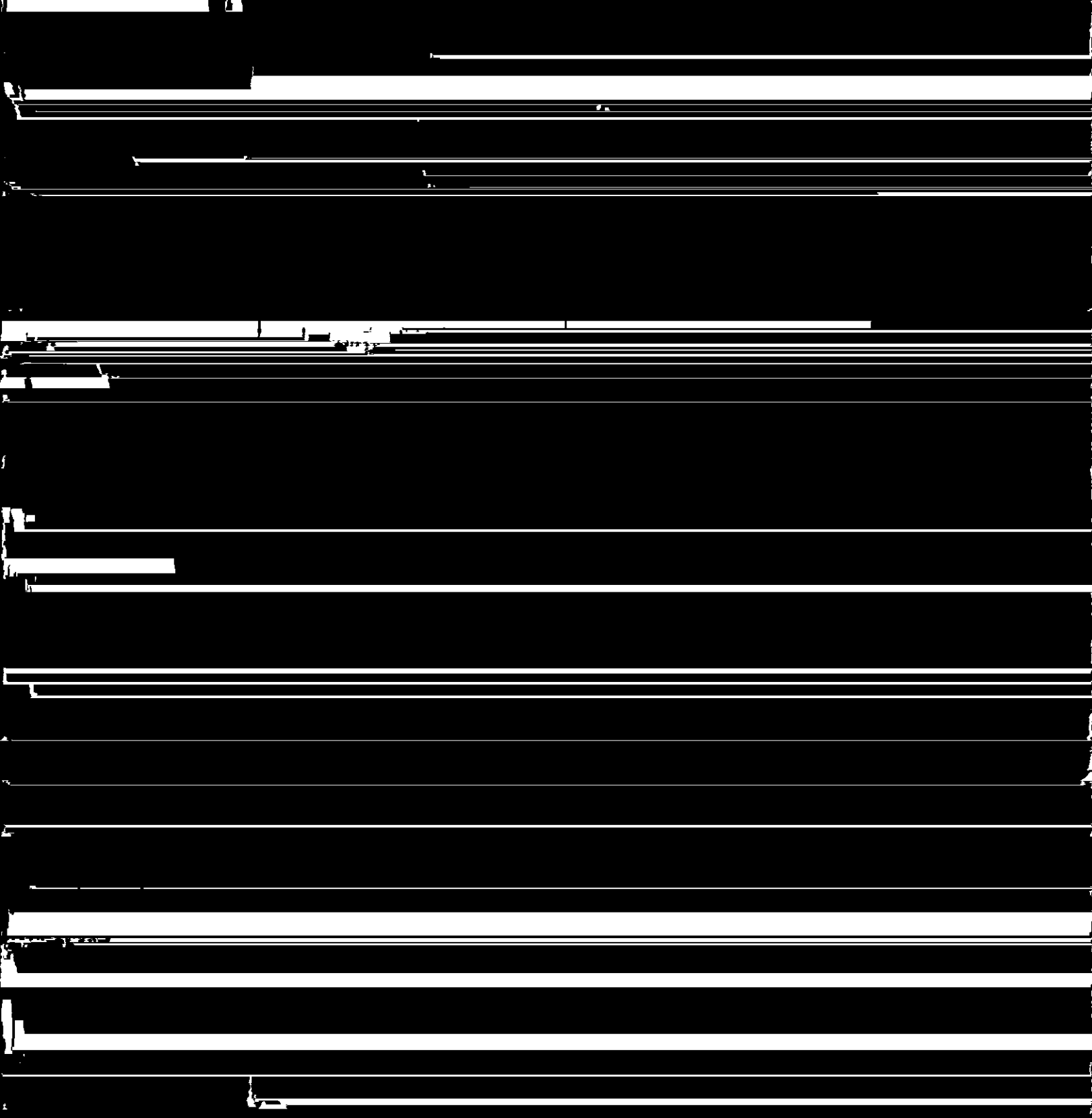
Excellence in academic instruction will be determined by a record of consistent effectiveness teaching since the last promotion such as those listed below. Evidence will be presented through



Student Mentoring (MOA 2019-2021, sec. 4.12)

Excellence in student mentoring will be determined by a record of active involvement in student support since the last promotion such as those listed below. Evidence will be presented through the candidate's self-assessment and accompanying documentation.

Characteristics	Possible Evidence	Evaluation Input
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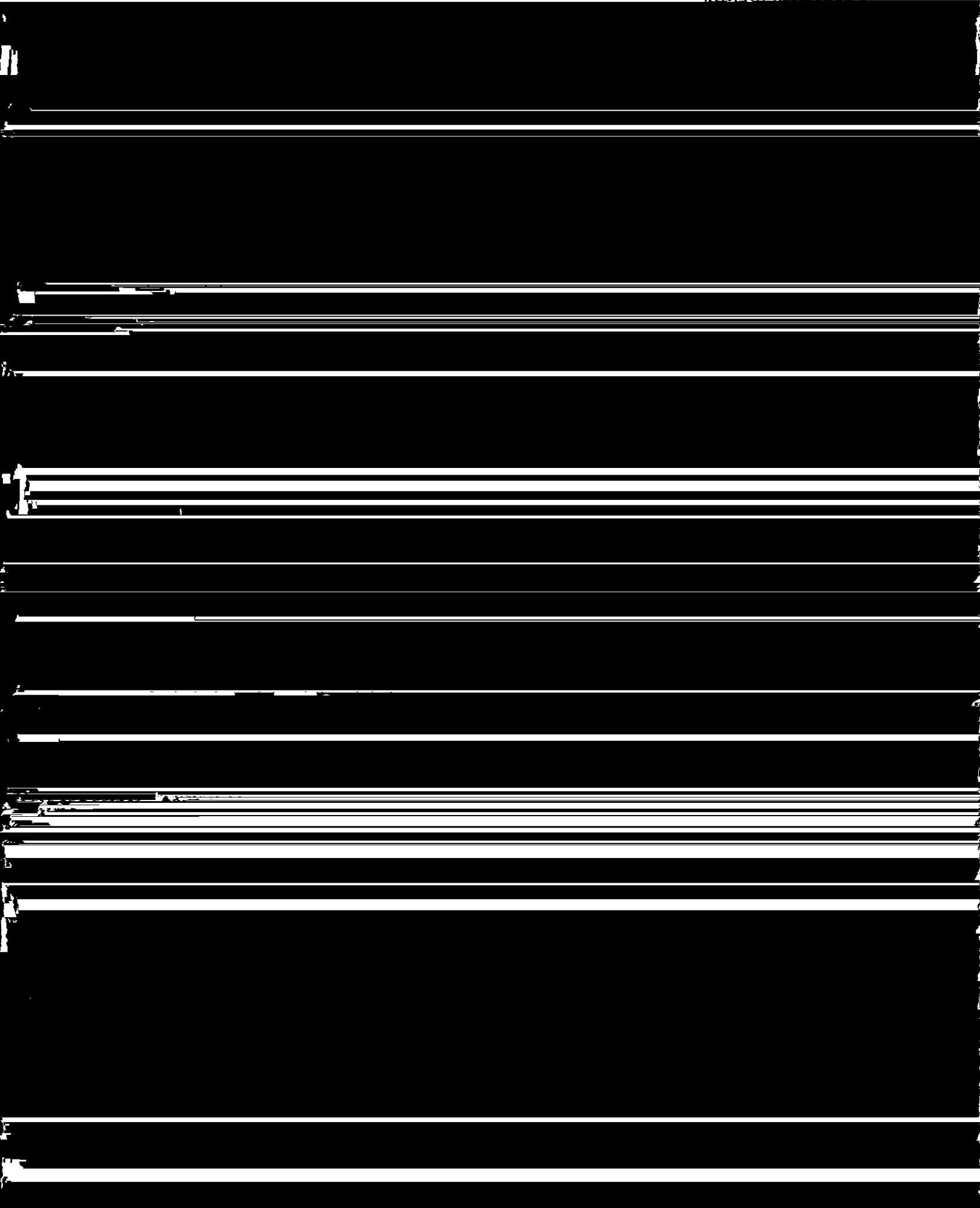


Developing as a Teacher (MOA 2019-2021 sec 4.14)

Excellence in the development as a teacher will be determined by a record of active involvement in improving and reflecting upon classroom practices since the last promotion such as those listed below. Evidence will be presented through the candidate's self-assessment and accompanying documentation.

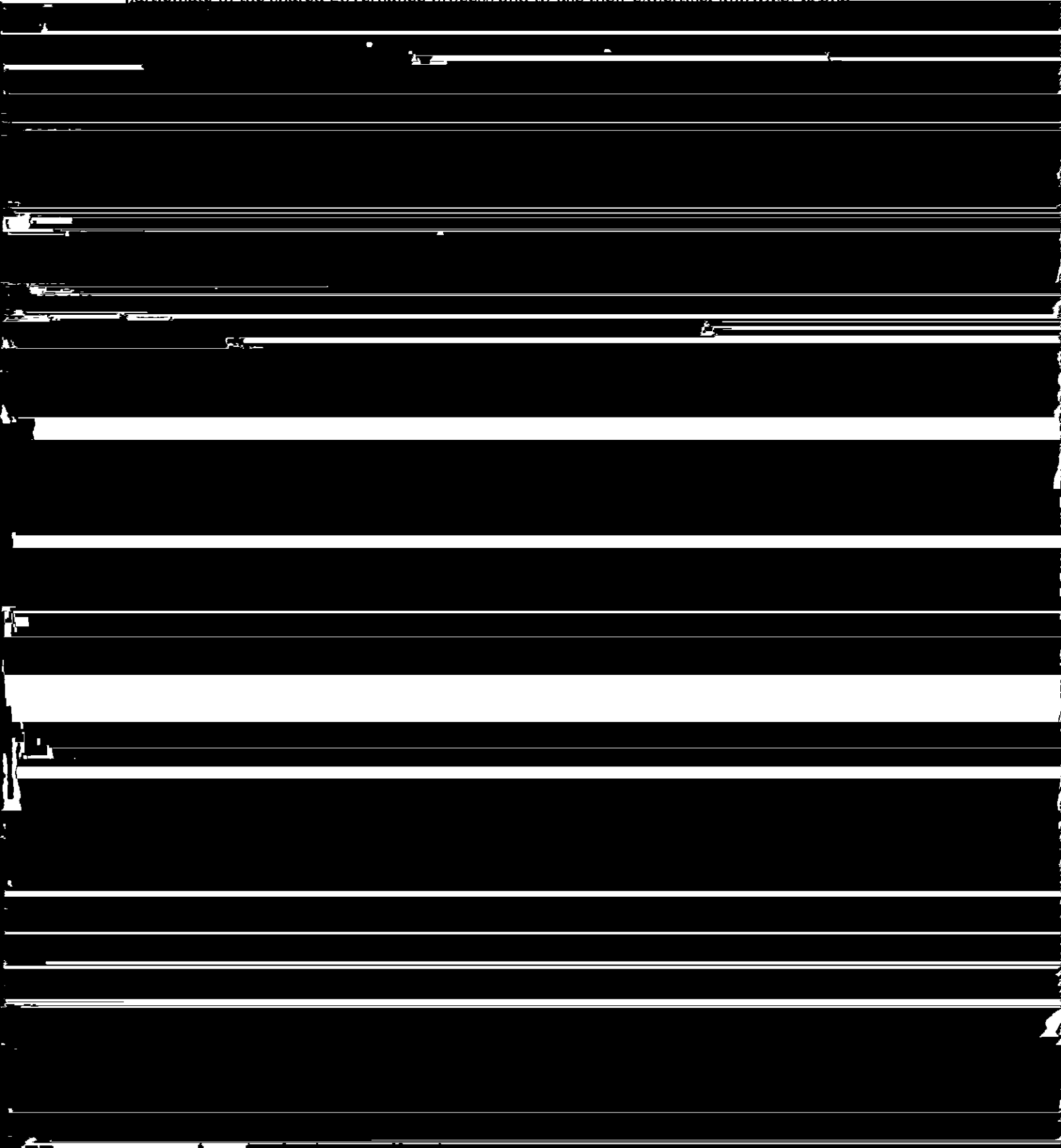
Characteristics	Desired Evidence	Evaluation
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1. Conduct instructional and classroom research	research reports and summaries	<ul style="list-style-type: none"> • Candidate • Department Promotion Committee
2. Attend and participate in professional development activities, including professional conferences and	research documentation (e.g., field notes, authored/co-authored manuscripts)	<ul style="list-style-type: none"> • Candidate • Peers



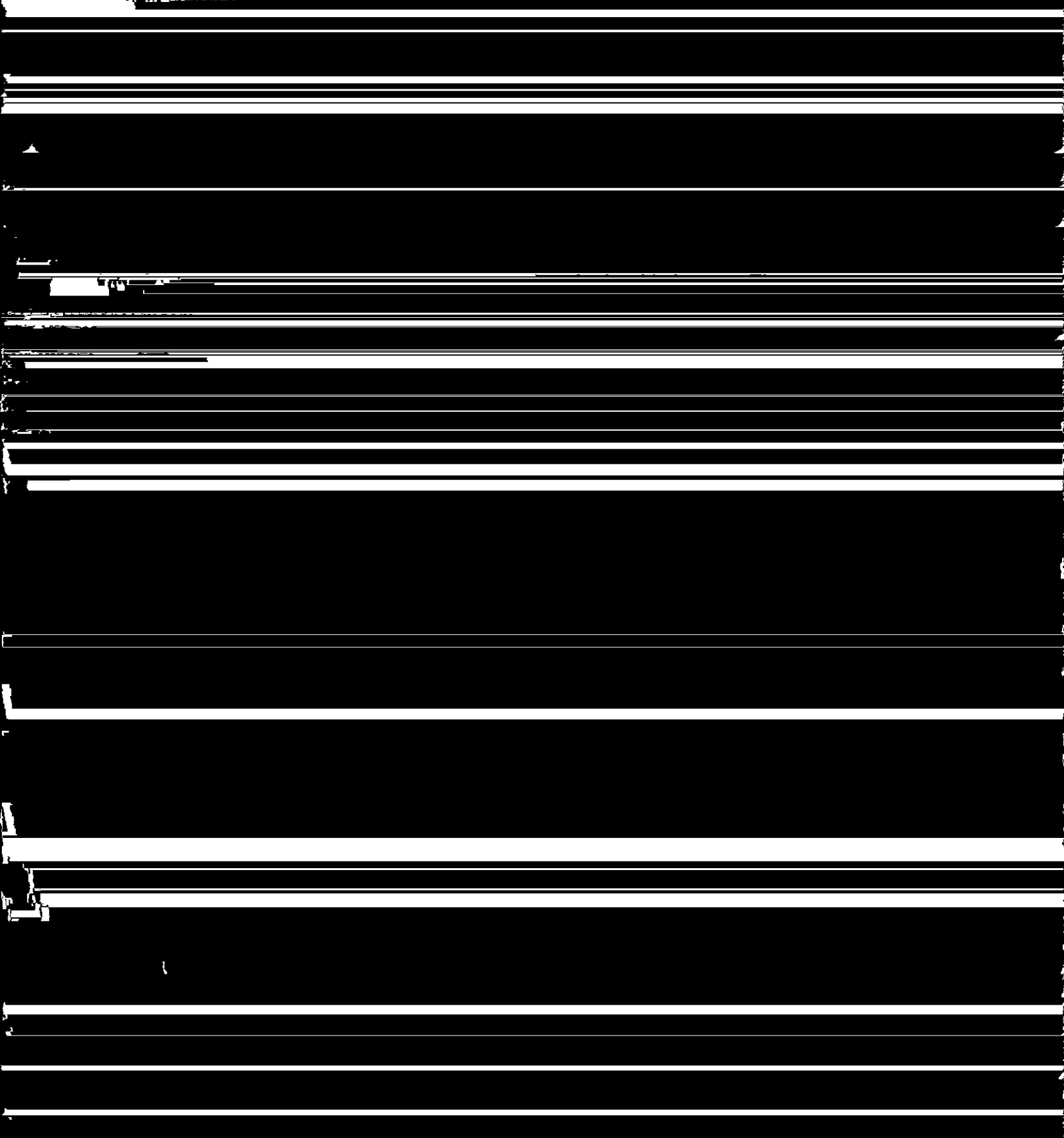
Contributions to University Community

“Contribution to the University community describes the efforts of faculty members to participate in the shared governance process and to use their expertise, knowledge, and



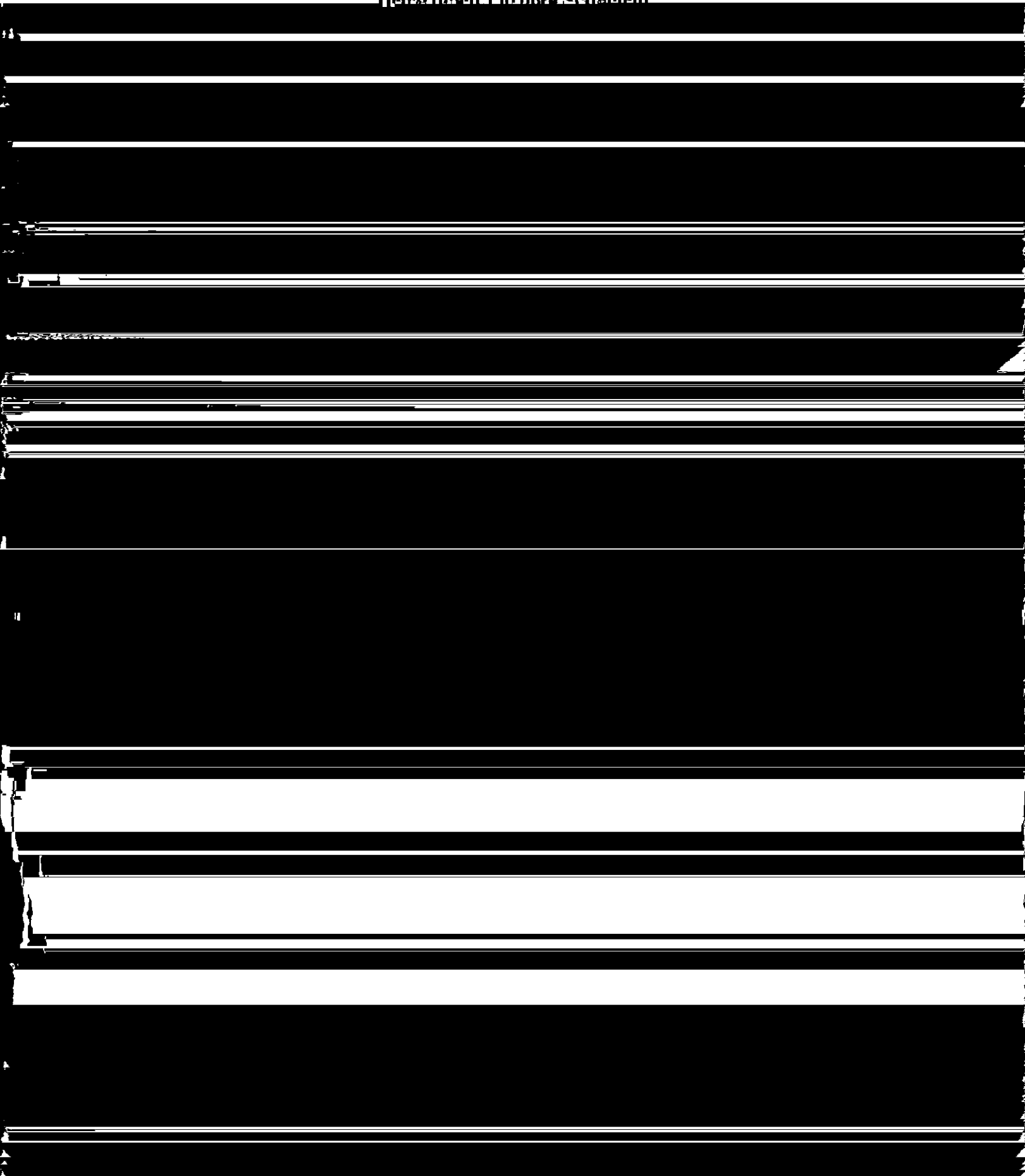
Contributions to Wider and Professional Community

“Contributions to the professional and wider community describe the work of faculty members aimed at addressing social or institutional issues beyond the Rowan campus(es)



<p>3. Discipline-related partnerships with other agencies</p>	<ol style="list-style-type: none"> 1. Short-term collaborations with schools, industries, or civic agencies for program or policy development 2. Exhibits in other educational or cultural institutions 3. Festivals and summer programs 4. Economic or community development activities 5. Discipline-related voluntary community service 	<ul style="list-style-type: none"> • Department Promotion Committee • School personnel/agency leaders • Candidate • Colleagues at other universities • Members of professional organizations
<p>4. Contributions to disciplinary and professional associations and societies</p>	<ol style="list-style-type: none"> 1. Leadership positions in recognized professional organizations 2. Service on accreditation bodies or national examining boards 3. Service to governing boards and task forces 4. Service in organizing or reviewing submissions for annual or regional meetings and conferences sponsored by professional organizations 	<ul style="list-style-type: none"> • Department Promotion Committee • Candidate • Colleagues at other universities • Members of professional organizations

Department Purpose Statement



Promotion Categories Matrix

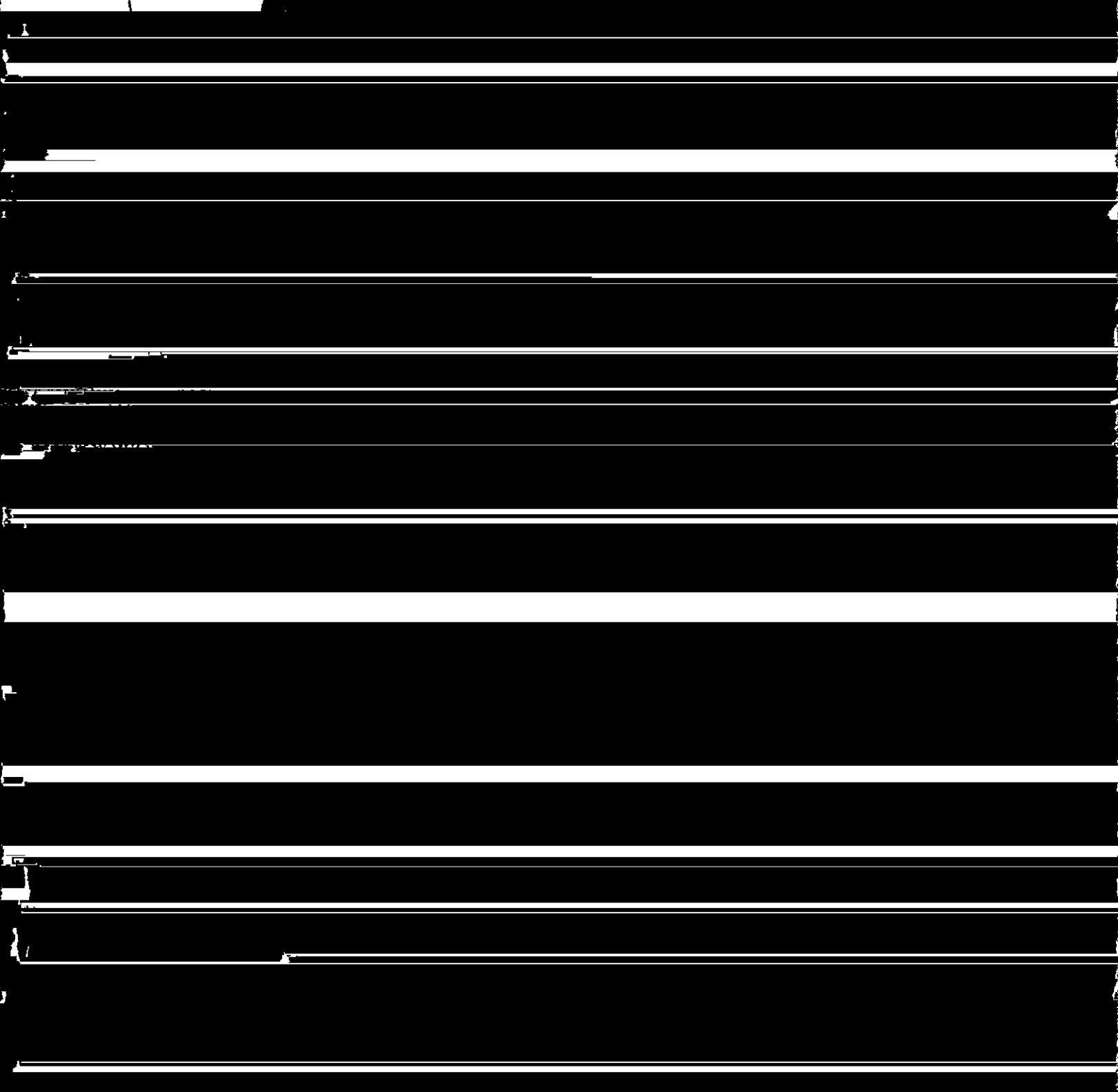
Note: Narrative descriptions of each category are found on previous pages. These descriptors are examples and not all-inclusive categories. They will need to be adapted to individual programs and disciplines.

General Criteria	Assistant Professor	Associate Professor	**Full Professor
	Evidence of potential for excellence in teaching	Minimum of 5 years higher education teaching experience in an accredited institution	Minimum of 8 years higher education teaching experience in an accredited institution
	Pattern of increasing success in all major categories (see 5.3121)	Consistent demonstration of excellence in teaching and demonstrated success in the other two categories (see 5.3121)	Consistent demonstration of excellence across all major categories (see 5.3121)
	Earned terminal degree	Earned terminal degree	Earned terminal degree

**Requires External Review. External Reviewer must be approved by Department Promotion Committee.

Criteria for Excellence in Teaching

Assistant Professor	Associate Professor	Full Professor
Major "Good to Excellent" ratings for aggregated scores on all indicators of student evaluation excellence:	Consistent "Pattern of Excellence" ratings for aggregated scores on all indicators of student evaluation excellence:	Consistent "Pattern of Excellence" ratings for aggregated scores on all indicators of student evaluation excellence:



	Assistant Professor	Associate Professor	Full Professor
Learning Activities	<p>Evidence of development efforts in at least one of the following categories:</p> <p>A. Design and develop programs and courses;</p>	<p>Consistent pattern of engagement in multiple categories:</p> <p>A. Design and develop programs and courses;</p>	<p>Consistency and excellence in multiple categories:</p> <p>A. Design and develop programs and courses;</p>

Criteria for Excellence in Scholarship and Creative Activity

	Assistant Professor	Associate Professor	Full Professor
Scholarship & Creative Activity	Evidence of effectiveness in more than one of the following areas:	Evidence supporting increasingly and continuously rigorous, significant, and impactful work in the multiple areas:	<u>Extensive</u> evidence supporting increasingly and continuously rigorous, significant, and impactful work in the multiple areas:
	A. Scholarship and a research agenda or sponsored work;	A. Peer reviewed quality publications and presentations that include first and sole authorship;	A. Peer reviewed quality publications and presentations that include first and sole authorship;
	B. Design creative work;	B. Sustained scholarship;	B. Sustained scholarship;
	C. Inclusion of students in faculty directed research; and/or	C. Sponsored research/grant work;	C. Sponsored research/grant work;
	D. Scholarly consulting/evaluation study.	D. Peer reviewed scholarly presentations;	D. Peer reviewed scholarly presentations;
		E. Inclusion of students in faculty directed research; and/or	E. Inclusion of students in faculty directed research; and/or
	F. Scholarly consulting/evaluation study.	F. Scholarly consulting/evaluation study.	F. Scholarly consulting/evaluation study.

Criteria for Excellence in Service

	Assistant Professor	Associate Professor	Full Professor
to the University Community	<p>Evidence supporting <u>some</u> participation in more than one of the following areas:</p> <p>A. Department, college, university committee;</p> <p>B. Committee chair;</p> <p>C. Accreditation tasks;</p> <p>D. Campus wide activities;</p> <p>E. Department chair, co-chair, or assistant chair;</p>	<p>Evidence supporting consistent and <u>increasing</u> involvement in more than one of the following areas:</p> <p>A. Department, college, university committee;</p> <p>B. Committee chair;</p> <p>C. Accreditation tasks;</p> <p>D. Campus wide activities;</p> <p>E. Department chair, co-chair, or assistant chair;</p>	<p>Evidence supporting consistent and <u>extensive</u> involvement and leadership in more than one of the following areas:</p> <p>A. Department, college, university committee;</p> <p>B. Committee chair;</p> <p>C. Accreditation tasks;</p> <p>D. Campus wide activities;</p> <p>E. Department chair, co-chair, or assistant chair;</p>

Schedule for Evaluation and Periodic Review of Standards and Procedures (MOA, 2019-2021, sec. 5.3123)

Consistent with the Rowan University Memorandum of Agreement on Promotion, the Department Promotion Committee will work cooperatively with individual faculty and the academic departments, and within the time constraints set forth in the MOA.

The Department will also review and revise standards and procedures periodically as needed and

