

Tenure and Promotion Guidelines  
College of Engineering and Science  
University of Detroit Mercy

Effective Date August 16, 2021







## Probationary Process and Review

Faculty members are expected to make steady progress toward the granting of tenure and promotion to either associate professor or professor. Faculty members are aided in this process through mentoring, and they are evaluated periodically through a formal process.

Mentoring can be formal or informal.

The evaluation is done annually by the College Dean.

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## Tenure and Promotion Best Practices Related to Scholarship and Research

The primary purposes that a faculty member performs research or engages in scholarly research are:

To generate, or synthesize and disseminate new knowledge in a particular field

To benefit student intellectual and professional growth

To provide funding for

- The researcher
- The university
- The college
- The department/program

To raise the standing of

- The researcher
- The university
- The college
- The department/program

To keep current in a particular field

Faculty members are encouraged to collaborate with colleagues at Detroit Mercy and to include



## Part II – Criteria for Evaluating Tenure and Promotion Applications

The granting of tenure and promotion from assistant professor to associate professor and from associate professor to professor are based on

1. Teaching
- 2.

## Scholarship/Research

Scholarship and research are evaluated based on:

- The level of contribution of the candidate to the work
- The complexity of the scholarly activity
- The impact of the results of that scholarly activity
- The benefit of that scholarly activity (including revenue generated)

Scholarship and research achievements are evidenced by:

- Publications
- Presentations
- Proposals
- Other scholarly work, e.g., patents

Additional evidence of scholarly achievement includes

- Funding
- Awards for research
- Service on an editorial board for a technical or professional society (while the activity is actually service, the outcome of the activity helps achieve the goals listed in the purposes of scholarly research)

Types of publications are categorized into three levels of importance, as shown in Table 1. Broadly speaking, peer review is the main criteria for this division.






The service of faculty members may be evidenced by:

Service to the department (through active participation in departmental committees).  
Department administrat



exhaustive lists. Alternately, the applicant may wish to provide evidence that the service resulted in a significant contribution to the university and/or profession.

1. Service to the department/program, college, or university
  - a. Serving as a chair or program director
  - b. Serving as assessment coordinator
  - c. Serving as an officer in the faculty assembly (college or university)
  - d. Serving as an officer in the UDMPU
  - e. Serving as the chair of a committee
  - f. Organizing a major on-campus event (examples include a conference or workshop)
  - g. Mentoring junior faculty members
2. Service to the discipline
  - a. Serving as an officer in a technical or professional society
  - b. Serving on a standing committee for a technical or professional society
  - c. Serving on the planning committee for the conference of a technical or professional society

