

Policy and Procedure Arizona State University		Number SWK 503-01
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Subject Evaluation Criteria for Promotion to Full Professor Review		Revised April 1996

PURPOSE Criteria for Evaluation for Promotion to Full Professor

SOURCES School of Social Work Faculty Council

APPLICABILITY All Tenure Track and Tenured Faculty

POLICY Evaluation Criteria for Promotion to Full Professor

A. General Criteria: Background

For promotion to Professor, the candidate must excel in two of the three areas under review [(1) research and scholarship; (2) teaching, (3) service)] and be held to a high level of competence in the third.

The greatest emphasis will be placed on achievements in research and publications.

Effective teaching is expected of all candidates and excellent teaching will be viewed positively. Outstanding teaching cannot compensate for inadequate achievement in the research and publication area.

B. Research and Scholarship

1. Research and scholarship efforts shall be evaluated in accordance with the statements of philosophy found in SWK 501 and SWK 502.
2. Research and publication efforts should demonstrate more than the candidate's ability to successfully complete a number of published research projects. Rather, these efforts should clearly demonstrate that the candidate has developed a mature, consistent and focused program of scholarly research. Evidence should indicate that the candidate has established a sustained record of research and publication that has made a significant contribution to the field.
3. No explicit number of publications is required for promotion to Professor. Some tradeoffs between the quality and quantity of publications are permitted. None the less, the research and publication record must clearly indicate work of a quality that constitutes a substantive contribution to the field.

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4. Quantity of publications alone is not a sufficient indicator of scholarship and research. What is important is the frequency and quality of effort that is indicative of sustained productivity. One book or one journal article, judged as representing an innovative and substantial contribution, may well be representative of more scholarly activity than numerous books, and, in fact, may be valued as insufficient to meet the quality standards of colleagues, peers and outside national scholars.
5. In evaluating the research and publication record of the candidates, both the candidate's cumulative record and the candidate's record since promotion to Associate Professor will be considered.
6. The minimum level of achievement in the research and publication area shall not be reduced for those who accept administrative assignments.

C. Teaching

1. Teaching shall be evaluated in accordance with its consistency with the statement of philosophy found in SWK 501.
2. The procedures to be followed are the same as those outlined in SWK 502-01 "Evaluation of Teaching for Tenure and Promotion to Associate Professor" and will be carried out in the fall semester in which the review is being conducted.

D. Service

Service shall be evaluated in accordance with the statement of philosophy found in SWK 501 "Performance Expectations."

E. National Reputation

1. An additional criterion for promotion to Professor is evidence that the candidate has attained a national reputation in his/her field. The following are some of the indicators that have historically been used to carry out this assessment.
 - a. External reviewers shall, themselves, have national reputations and shall be recognized as experts in the candidate's area
 - b. Evidence of the ability to successfully obtain external research funds
 - c. Research as published in national and prestigious journals

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- d. Published reviews of the candidate's books
- e. Invitational presentations and/or key note addresses presented at national and international conferences, institutes, or organizations
- f. Citations of published work (using SSCI and other systems) identified by the faculty being considered.
- g. Positions of leadership in National and Professional Associations.