

School of Education Promotion and Tenure Standards 2025

Teaching

Service Categories	Criteria	Non-exclusive examples of evidentiary material
Teaching evaluation scores. A student evaluation rating (the average of all applicable semesters of the review period) of at least 80% of the evaluation numbering system. **Teaching evaluation by student items	1 point	Mandatory: All fall and spring evaluations are mandatory ; <i>Optional:</i> summer evaluations. Mandatory: address in cover letter any pattern of negative comments in written comments.
Teaching evaluation scores. A student evaluation rating (the average of all applicable semesters of the review period) of at least 95% of the evaluation numbering system. (can claim either box 1 or box 2) **Teaching evaluation by student items	1 points	Mandatory: All fall and spring evaluations are mandatory ; <i>Optional:</i> summer evaluations. Mandatory: address in cover letter any pattern of negative comments in written comments.
New course development. (Adding a new course to the catalogue and/or teaching a course for the first time)	1 point for each new course (2 points max)	Copy of Banner Action Form; reference to same in annual evaluation letter by department chair; minutes of college or university curriculum committees; email from curriculum committee chairperson
Major revision to existing course(s). Examples of revision include but are not limited to: introducing a new textbook, and converting a course to a new modality. **Redesign course(s) to improve	0.5 points per course (3 points max)	Documented record of use: excerpted section of syllabus, email, D2L screen shots, etc.

learning outcomes and eliminate opportunity gaps (e.g. <i>Adding new low-cost or free options for textbook</i>)		
Minor revision to existing course(s). (updated exams, small to moderate changes in lectures, new assignments, etc.) **Include in syllabus graded activities demonstrating active learning from students (rather than solely objective-styled quizzes/exams)	0.5 point for 4 courses	Documented record of use: excerpted section of syllabus, email, D2L screen shots, etc.
Program or curriculum development (e.g., new major or new minor, track/badge).	New Major = 2 New Minor =1	Copy of proposal; Minutes from the college or university curriculum committees;
Design and/or implementation of community engagement course or academic community engagement activity (e.g. Service-Learning Course).	1 point per course	Syllabus, DUCK record of course schedule
Designing and/or directing a study-abroad program **Direction of study abroad program	1 point (2 points max)	Letter from study abroad director
Direction of individual student research or internship	1 point per MAT thesis 0.5 point per student for MAT Defense committee 1 point per internship (3 points max)	Letter, email from MAT director, DUCK record of course schedule
Participation (apart from direction of the program) in the experience and/or activities of students in study abroad programs **Participation in the experience and/or	1 point	Letter from study abroad director

activities of Honors Program students or study abroad programs		
Noteworthy application of technology to course(s). (Application of technology includes, but is not limited to, adding new modalities of access to the course such as streaming lectures or podcasts, or use of tools such as software packages that **enhance classroom outcomes or career preparation for students) (Items claimed here cannot be counted under the course revisions category.)	Course application = 0.5 Completion of Online Academy = 1	Certificate from Online Academy or other training source
Participation in collaborative instruction (e.g. team-taught).	1 point (2 points max)	SPA report of class schedule; Course syllabus; Letter from the principal instructor
Collaboration with another faculty member on development or revision of a program or course, or delivering a cross-disciplinary program, such as embedded MALS-course.	1 point	SPA report of class schedule; Course syllabus; Letter from the principal instructor
Attaining or recertifying graduate faculty status. (Note: Recertification takes place every five years)	1 point	Email, letter
Use of continuous improvement methodologies (e.g. use of graded essay re-writes, repeated quizzing, multiple test attempts, etc.) per course . **Use of continuous improvement methodologies	0.5 (1 point max)	Documented record of use: excerpted section of syllabus, email, D2L screen shots, etc.
Nomination or receipt of professional, college, or university teaching award (0.5 points for nomination, one point for receipt).	0.5 (1 point max)	Emails, copy of certificate

Use of innovative or high-impact strategies (e.g. integration of community-based learning, extended experiential learning programs, etc.) per course . **High impact practices in the course such as experiential learning	0.5 (1 point max)	Documented record of use: excerpted section of syllabus, email, D2L screen shots, etc.
Delivering guest lectures in other instructors' classes	0.5 each (1 point max)	Letter, email
Demonstrated willingness to go "above and beyond" to help students (e.g. scheduled one-on-one tutoring meetings, responding to urgent messages over weekends or evenings, etc.) per course .	0.5 each (1 point max)	Documented record of use: excerpted section of syllabus, email, D2L screen shots, etc.
Receipt of outside evaluation of curricular design and/or course (e.g. Quality Matters)	1 point	Letter, email
Receipt of peer or mentor assessment of course or pedagogy.	1 point	Letter, email
**Additional course content reviews (e.g. optional student surveys) per course	1 point	Surveys, charts, qualtrics
**Demonstrate clear articulation of course activities with learning outcomes	.5 point	Data, charts, feedback surveys
**Adapt course contents to establish sense of belonging that recognizes the students' identities and aspirations	1 point	Course materials, syllabi, correspondence, advising materials
**Other as justified on a case-by-case basis with evidence Note: These additional teaching overlay	1 point	Varied depending on context

activities require approval of the Department Chair and/or Dean prior to submission		
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**** Examples of student success overlay teaching activities (There is no limit on student success overlay points).**

Service

Service Categories	Criteria	Non-exclusive examples of evidentiary material
Committees (mandatory)	Service on 6 committees at any level equals 1 point (12 = 2 points, etc.). Each year on a multi-year committee counts as a separate committee. Serving as Chair of a committee counts as two committees.	Letter, email, meeting minutes
Mentor to faculty Evidence of consultation with each faculty mentee (including, but not limited to, observations of teaching)	1 point peer observation of a colleague = 0.5 point	Letter, email
Advisement and Mentoring of Students. (Advisee and/or Mentee meetings/consultations; directing an honors contract or senior thesis; direction of uncompleted MALS thesis; writing letters of recommendation) **Mentoring activities engaging students outside of the classroom **Professional career advisement **Collaboration with professional advisors **Placement for career	Advisee and/or Mentee meetings/consultations = 0.5 for 2 meetings (2 points max) Direct an honors contract or senior thesis second reader – 0.5 for 2 students Direction of uncompleted MALS thesis = 0.5 for one student Letter of recommendation = 0.5 point for 2 (2 points max)	Record of meeting with Mentee posted in Mentoring folder on OneDrive, email, contract, letter

purposes **Placement for internships and/or practicum		
Development of advisement materials	justify on a case-by-case basis 0.5-1	Letter, email, other evidence as determined in consultation with chair
Support to student organizations or campus activities. Organizing roles: include but not limited to Club advisor, organizing Lectures, organizing Conference, organizing Film Series Supporting roles: include but not limited to open house & orientation sessions, study jam, and a variety of student group, society, or club events or activities. **Support to student organizations and/or campus activities	Organizing role: 0.5-1 point per year, justify on a case-by-case basis Supporting roles: 0.25 points each	Letter, email, event program
Program Coordination (department, school, university)	2 points	Appointment letter or email
Budget management (department, school, university)	1 point	Letter, email
Contribution to Univ. System or regional accreditation programs	justify on a case-by-case basis, 1 or 2 points	Letter, email

Contribution to improving campus life (For example, service as conduct hearing officer, <i>ad hoc</i> involvement in arising or important campus issues, translations for university- services brochures, etc.)	justify on a case-by-case basis, 1 or 2 points	Letter, email
Contribution to improving community life (related to discipline) Organizing roles: Justify on a case-by-case basis with chair. Supporting roles: Evidence of other forms of support/ involvement: e.g. History Day, attending archival programs, high school visitations or other outreach efforts, outreach efforts in the community that involve translations, various high school student support events, such as reading bowls, foreign language competitions, debates, etc.	Organizing role: 0.5-1 point per year (2 points max) Supporting roles: 0.25 points each	Letter, email
Participation in community activities and organizations to enhance CSU image (For example, helping with high school visitations/recruiting to CSU and other outreach efforts, either to students or various institutional entities.)	justify on a case-by-case basis, 1 or 2 points	Letter, email

Other service activities: Requires approval of the Department Chair and/or Dean prior to submission (Examples: K-12 activities, Evidence that the faculty member links his/her/their work in some way to public contemporary issues and/or to improving the quality of life, Evidence that the faculty member, either through scholarly work and/or service, applies knowledge toward solutions to complex societal problems and human needs, Evidence that the faculty member contributes to the continuous improvement of public higher education, Evidence that the faculty member contributes in some way to the public good, other administrative duties) **K-12 activities	justify on a case-by-case basis, 1 or 2 points	Letter, email, other evidence as determined in consultation with chair
Honors and awards for service to the University, College, or community	0.5 for nomination; 1 point for award (1 point max)	Letter, email
**Partnering with international or national institutions or organizations (PSC, GACTE, AACTE, GADA) **Participating in developing new programs **Event management (fundraising, community, enrollment efforts) with/for students **Other as justified on a case-by-case basis	.5 points per activity (max of 1 point)	Letter, email, other evidence as determined in consultation with chair

Note: These additional service overlay activities require approval of the Department Chair and/or Dean prior to submission		
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**** Examples of student success overlay service activities (There is no limit on student success overlay points).**

Scholarly/Creative Activities and Professional Development

Scholarship Categories	Criteria	Non-exclusive examples of evidentiary material
Publication standard for the College of A&S* (mandatory) **Publications with students	Refer to publication guidelines for point standards	Mandatory: Copies of publications
Membership and/or service in professional societies *** Membership in professional societies *** Service in professional societies	Service: 0.5 point for each year on executive committee or conference committee membership or similar responsibilities. Membership: 2 years = 1 point; maximum of 1 point for the category	Email/letter of appointment; copy of receipt/application showing membership
Receipt of competitively awarded grants, fellowships or contracts **Grant or contract execution with and/or for students	External grants: 1 point each Internal grants: 0.5 point each (2 points max)	Email announcing award
Development of new grant proposals, contracts or fellowship applications **Grant or contract execution with and/or for students	External grants: 0.5 point each Internal grants: 0.5 point max. for multiple proposals	Copy of grant proposal and rejection email
Research activities **Research and creative activities with students	Justify on a case-by-case basis, 0.5 point per item (2 points max)	Emails, specific description with evidence appropriate to the situation
Presentations before learned societies, professional organizations or public institutions **Presentation before learned societies, professional organizations, or public institutions with students	0.5 point per presentation (3 points max)	Copy of conference program designating panel presentations or announcing paper/talk

Consulting or other applications of professional expertise *** P12 consulting or application of professional expertise in p12 school setting with teachers, leaders, community orgs.	0.5 point per item (2 points max)	Email
Professional peer-reviewing activities for journals and/or conferences	0.5 points per item (2 points max)	Email
Professional licenses or certifications *** Professional licenses or certifications	0.5-1 point per item, justify on a case-by- case basis (2 points max)	Dated copy of license or certificate
Development of professional applications of technology	0.5 points per item, justify on a case-by-case basis	Emails; copy and description of technology
Participation in significant professional development training related to teaching effectiveness, one's discipline, scholarship, or creative activities *** Participation in professional development training related to teaching effectiveness, one's discipline, scholarship, or creative activities	0.5-1 point, justify on a case-by- case basis (3 points max)	Emails, program from training, training certificate
Participation in minor professional development training related to teaching effectiveness, one's discipline, scholarship, or creative activities [Minor=1- to 2-hour time commitment]	0.25 points for 1 item (1.5 points max)	Emails, program from training, training certificate
Honors and awards for research, scholarship or other creative Activities	0.5 for nomination; 1 point for award (1 point max)	Email, copy of award
Other professional development *** Other professional development	Justify on a case-by-case basis	Varied: emails, agendas, presentation, workshop attendance,

Excess Publication Points **Publications with students **Written Reports for Accreditation with GAPSC or Title II or other professional organizations.	Publication points in excess of the College of Arts and Sciences publication requirement will count toward the rest of the Scholarship category.	State reports. Data reporting at PEPC meetings
**Other scholarship/professional development overlay activities as justified on a case-by-case basis with evidence Note: These additional scholarship/professional development overlay activities require approval of the Department Chair and/or Dean prior to submission	Justify on a case-by-case basis	Varied: emails, agendas, presentation, workshop attendance, publications. Etc.

** Examples of student success overlay scholarship and professional development activities (there is no limit on student success overlay points).

*** Examples of professional development overlays (there is no limit on professional development overlay points). Professional development overlays can be claimed each time the minimum of a category is fulfilled. (For example, for each significant or minor professional development activity, an overlay credit is earned.) Performance above the minimum in a category earns additional professional development overlay credit.

Points needed in each area for Promotion and Tenure:

From the Faculty Handbook, Section 250.03.1.2:

“Meeting expectations across all evaluation categories is a necessary but not sufficient condition for promotion and/or tenure. A successful candidate for promotion in all professorial ranks must have earned a rating of either “exceeds expectations” or “exhibits exemplary performance” in at least three categories for the rank description the candidate is seeking (see Board of Regents policy manual 8.3.6.1). A successful candidate for tenure in all professorial ranks must have earned a rating of either “exceeds expectations” or “exhibits exemplary performance” in at least two categories (see Board of Regents policy manual 8.3.7.3). If a rating of “Does not meet expectations” or “Needs improvement” is given in any category, the candidacy for promotion and/or tenure will be denied following an appeal process.” (Accessed April 7-2025)

In order to “Meet” expectations, a faculty member must earn the following number of checkmarks:

Level of Review	Points in Teaching	Points in Service	Points in Scholarship/Prof Dev.	Student Success Overlay	Professional Develop Overlay
Promotion to Associate Professor	4	4	4	4	2
Promotion to Full Professor	5	5	5	5	3
Post Tenure Review	4	4	4	4	2

In order to “Exceed” expectations, a faculty member must earn the following number of checkmarks:

Level of Review	Points in Teaching	Points in Service	Points in Scholarship/Prof Dev.	Student Success Overlay	Professional Development Overlay
Promotion to Associate Professor	5	5	5	5	3
Promotion to Full Professor	6	6	6	6	4
Post Tenure Review	5	5	5	5	3

*An exemplary rating can be achieved by obtaining more than the required points for the “exceed” category.

Note: The Arts and Sciences publication requirements must be met for all levels of promotion and post-tenure review. See below.

SECTION IV. APPLICABLE FORMS OF SCHOLARLY ACTIVITIES BASED ON DEPARTMENTAL GUIDELINES AND [COLLEGE OF ARTS & SCIENCES PRODUCTION/PUBLICATION STANDARDS](#)

Rank	Number of Scholarly Production/Publication Points Required
Assistant to Associate Professor	2
Associate to Full Professor	3
Post Tenure Review	1

SECTION IV.A. DEPARTMENTAL GUIDELINES: APPLICABLE FORMS OF PRODUCTION/PUBLICATION ACTIVITIES (This is a partial list; see [College guidelines for complete list.](#))

For School of Education faculty, the following shall be considered applicable forms of production (including publication, performance, creation of art works and dramatic works, and other scholarly activities resulting in a product):

(If the book/article is in press, that is, in the process of being printed and advertised by the press but not yet available for sale, we will count this equivalent to being published. If this is the case, the piece cannot be counted twice.)

Categories where a work counts for three production/publication points at any level of review:

- Book-length research monograph, single author
- Book-length translation or critical edition, single author
- Book-length creative writing work, single author
- Textbook, book-length instructional materials, reference book or popular book in field, single author
- Editor or joint editor of a book-length collection of articles, with authorship of an article and a significant introduction

Categories where work counts for two production/publication points:

- Book-length research monograph, joint author
- Book-length translation or critical edition, joint author
- Book-length creative writing work, joint author
- Textbook, book-length instructional materials, reference book or popular book in field, joint author
- Editor or joint editor of a book-length collection of articles, with authorship of an article or a significant introduction

Categories where work counts for one production/publication point:

- Writing or creation of dramatic works that are performed or published

- Radio/television/internet broadcast performance in any of the above categories
- Commercially released video or audio recording in any of the above categories
- Externally funded research, infrastructure or equipment grants
- Chapter in a Textbook, book-length instructional materials

Other Categories where work counts for one production/publication point: Refereed Publications. (These publications may be either in print or online formats, provided they are refereed and meet all other standards outlined below):

- Article in a journal or Chapter in a book or anthology, single or co-authored
- Encyclopedia article (survey-length entry, i.e., 5000 words or more)
- Article-length paper in conference proceedings, accompanied with appropriate scholarly apparatus
- Publication of creative-writing work (e.g., single short story, or single literary essay; or Assessment Instrument for Data Reporting)
- Published translation in a refereed venue
- Review essay/article in a journal
- Interview article in a journal
- Service as executive editor, managing editor, or associate editor of a peer-reviewed journal per volume or issue (maximum of 2 points)
- Creation of media works (e.g., videos, web sites) that are commissioned or accepted for exhibition in refereed venues or reviewed in a scholarly publication
- Service as editor of conference proceedings of peer-reviewed abstracts
- Scholarship-based article in popular magazine
- Publication of research findings
- Publication of clinical article

- Published pedagogical activities
- Article length book review published in refereed media
- In-house consultation work with state school system, national organization, or accrediting association, resulting in a public (non-proprietary) published report
- Brief review essay published in refereed media (2 required for full publication points)
- Research note published in refereed media (3 required for full publication points)
- Shorter encyclopedia articles (fewer than 5,000 words) published in refereed media (2 required for full publication points)

Other Publications where work counts for one publication point: (These important scholarly activities involve creating a product which undergoes some form of significant review; however, these review processes may differ somewhat from those of traditional refereed publications.)

- Publication of an invited article or book chapter
- Publication of an article or chapter in a customized text
- Editor of a published customized text
- Publication of instructional material (with assessment of its effectiveness or complete teaching notes)
- Consultation work with state school system or national organization, resulting in a public (non-proprietary) published report
- Patent proposal registered in US Patent Office
- Extensive research document completed on behalf of a government or non-profit agency which is used for strategic planning
- Piece of legislation related to the faculty member's academic discipline which is developed and presented to the Georgia General Assembly or U.S. Congress and progresses out of committee to the floor (whether passed or not)
- Online, interactive training materials posted on a government website and other peer-reviewed professional web sites(e.g., see <http://stopbullyingnow.hrsa.gov/index.asp?area=main>)

- Developing and maintaining (for at least one year) an interactive public service website which summarizes/provides resources available to a community or target population. This website must be significant to the community, as indicated by at least two links from other government/nonprofit websites. It also must be regularly updated (at least monthly) to incorporate new information and to remove outdated information.

Categories where work counts as one-half a production/publication point:

You must have 1 full-point refereed piece in order to count half-points categories.

Any of the above activities in a venue neither professional nor refereed

- Encyclopedia article under 5000 words
- Liner notes for commercially released video or audio recording
- Multiple abstracts published in refereed media (2 required)
- Work published in non-refereed media (3 required)
- Brief review essay published in refereed media (e.g. a single book review)
- Research note published in refereed media
- External grant submitted but not accepted
- Internal grant submitted and accepted

In addition to the above list of acceptable forms of production/production, each Arts and Sciences Departmental Committee on Tenure and Promotion in conjunction with their respective Department Head shall have the authority to count other forms of work as acceptable as either one full or one half point towards the publication/production requirement, provided at least one full points from the above list also is present. For the information of reviewers at subsequent levels of review, each Departmental Committee shall include a statement explaining the importance to the discipline of any other types of work granted publication/production points in the applicable faculty review portfolio.

NB. For the purposes of this policy, the term “refereed” shall be understood to include any of the following: traditional double-blind peer review, review by an editorial board, review by an editor, review by an audition committee or artistic jury, review by an artistic director or impresario, review by a competition panel. This list of forms of review should not be considered exhaustive. Given the diversity of disciplines within the College of Arts and Sciences, there will be many forms of review that are both rigorous and appropriate to specific disciplines; each discipline’s culture and best practices should be respected.