

University of Wisconsin – Milwaukee
Department of Urban Planning
DEPARTMENTAL GUIDELINES FOR PROMOTION TO TENURE

Adopted February 24, 1975
Revised November 17, 1976

A number of criteria are discussed below which can be used in the evaluation of a candidate. This does not imply that each candidate must meet each criterion. Rather, it is expected that most candidates have exceptional strength in several areas, and may not be exceptional in others. The Executive Committee does not wish to frame the criteria for promotion too narrowly. On the other hand, there is a strong desire to maintain excellence in teaching, research, professional and service activity. The most important criteria for consideration to tenure are: (1) a demonstration of continued intellectual and professional growth and development, and (2) demonstrated skill and interest that matches the department's stated goals and objectives. Executive Committee consideration of performance on these criteria will be based on the evidence presented with the tenure application. The Executive Committee will supplement this evidence to the greatest extent possible by additional peer assessment and student evaluations in student related areas. The following represents major points to be considered.

TEACHING

Credentials

It is important for individuals to be able to show evidence that they are competent to teach in the area of the curriculum for which they have responsibility. This can be reflected in their academic credentials upon entering the department and evidence of continued intellectual growth. It is presumed that a person entering the department as a faculty member with uncompleted degree requirements will complete that degree before consideration for tenure. Faculty are expected to have a Ph.D. degree in urban and/or regional planning or the accepted terminal degree in a planning related field. Field experience may be substituted for academic qualifications.

Educational Skills

The faculty member should show evidence that s/he has developed a high level of competence in teaching and that s/he is capable of teaching within the framework of the department's curriculum. S/he should also have demonstrated their individual ability to prepare and deliver educational material in their area of competence, and s/he should show evidence of scholarly achievement in their chosen areas of specialization.

RESEARCH:

Funded Research

If the candidate has participated in funded research activity, s/he should be able to demonstrate successful completion of this research and have demonstrated an ability to administer and report on this activity. The candidate should also have demonstrated an ability to engage others in this activity, and to disseminate the knowledge s/he has gained to his/her professional colleagues and to his/her students.

Individual Research

Faculty members should show evidence of having engaged in independent research activity associated with their particular field, their professional interests, and/or teaching. It is expected that such research will be done in both a scholarly and professionally competent manner.

SERVICE:

University

It is expected that the candidate should demonstrate evidence of his/her service to the academic community through her/his participation in the affairs and deliberation of the faculty, counseling of students and his/her involvement in the broader educational responsibilities of the University.

Other

The faculty member should show evidence of participation in and contributions to professional, governmental and community organizations which take advantage of his/her particular skills and intellectual and professional resources.

The candidate should show evidence of professional activity in both the areas of research and professional practice and consultation. All professional activity is expected to be of a high quality and to be useful in the candidate's development as a teacher and scholar.