Attachment A

CRITERIA FOR APPOINTMENT AND PROMOTION IN RANK
INSTITUTE OF AGRICULTURE AND NATURAL RESOURCES
UNIVERSITY OF NEBRASKA

COLLEGE OF AGRICULTURAL SCIENCES AND NATURAL RESOURCES

Instructor

1. A Master's degree*
2. Previous teaching experience desirable
3. Recommendations indicating potential teaching ability

Assistant Professor

1. A Doctoral degree in appropriate field or equivalent* with relevant experience desired
2. Previous teaching experience, including favorable evaluations of teaching and a sincere interest in teaching
3. Recommendations indicating a capacity for scholarly development

Associate Professor

1. A Doctoral degree in appropriate field*
2. Teaching reputation established by experience (time-in-rank as an assistant professor is ordinarily at least five years, and typically is six years)
3. Evidence of scholarly achievement and professional stature
   a. Successful development of teaching programs
   b. Publications or similar proof of current knowledge in this field and participation in professional activities
   c. Membership in graduate faculty preferred
4. Advising students and participating in committee assignments as needed for general college operations
5. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual

Professor

1. A Doctoral degree in appropriate field*
2. Teaching reputation established
   a. Recommendations high
   b. Leadership established in classroom
   c. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual (normally a minimum of seven years as an Associate Professor)
   d. Teaching not usually limited to either graduate or undergraduate
3. Scholarly achievements
   a. Recognized nationally in field
   b. Publications in own field of high quality
   c. Recognized to be current in his/her knowledge
4. Effectively participates and assumes leadership in student advising and in committee assignments

*Circumstances may, in rare instances, cause this requirement to be modified.
Rev 9/92

CRITERIA FOR APPOINTMENT AND PROMOTION IN RANK
INSTITUTE OF AGRICULTURE AND NATURAL RESOURCES
UNIVERSITY OF NEBRASKA

AGRICULTURAL RESEARCH DIVISION

Instructor

1. A Master's degree*
2. An interest in experiment station research
3. Recommendations indicating research capability

Assistant Professor

1. A Doctoral degree in appropriate field* with relevant experience desired
2. Demonstrated understanding of and interest in the research program of the experiment station
3. Recommendations indicating demonstrated research capability

Associate Professor

1. A Doctoral degree in appropriate field*
2. Evidence of professional growth and developing stature
3. Effective participation in supporting activity; such as, committee assignments and program planning
4. Demonstrated ability to communicate results of research both in scientific and lay channels
5. Experience in effective research project leadership and demonstrated personal creativity (time-in-rank as an assistant professor is ordinarily at least five years, and typically is six years)
6. Membership in graduate faculty
7. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual

Professor

1. A Doctoral degree in appropriate field*
2. Demonstrated intellectual depth and versatility in a number of research activities
3. Recognition by colleagues in the Institute and in his/her profession, and by his/her clientele, as a scholar
4. Demonstrated ability to direct the research efforts of others and to contribute to the programs of his/her department and colleagues
5. Demonstrated continued professional growth and potential
6. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual
7. Because this is the terminal academic rank, recommendations are based upon sustained records of effective performance (normally a minimum of seven years as Associate Professor) and involve more subjective evaluation than earlier promotions
8. Meets eligibility requirements for fellow rank in graduate faculty

*Circumstances may, in rare instances, cause this requirement to be modified.

Rev 9/92

CRITERIA FOR APPOINTMENT AND PROMOTION IN RANK
INSTITUTE OF AGRICULTURE AND NATURAL RESOURCES
UNIVERSITY OF NEBRASKA

COOPERATIVE EXTENSION – SPECIALIST AND EXTENSION PROFESSOR

Instructor

1. A Master's degree*
2. Interest in Extension work
3. Recommendations to indicate potential as an Extension Specialist or Extension Professor

Assistant Professor

1. All qualification of lower rank, plus
2. A Doctoral degree* with relevant experience desired
3. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual

Associate Professor

1. A Doctoral degree in appropriate field*
2. Time-in-rank as an assistant professor is ordinarily at least five years, and typically is six years; in the development and execution of Extension plans of work which demonstrate creativity, credibility, and a high degree of acceptance by clientele
3. Evidence of professional growth and developing stature
4. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual

Professor

1. A Doctoral degree in appropriate field*
2. Recognition by colleagues and clientele for intellectual depth, versatility, and effectiveness in Extension activities which contribute substantially to programs of the department, Institute, University, and to the people of the State
3. Demonstrated continued professional growth potential
4. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual (normally, a minimum of seven years as Associate Professor)

* Circumstances may, in rare instances, cause this requirement to be modified.

Revised: April 12, 2007

Attachment A

CRITERIA AND APPOINTMENT FOR PROMOTION IN RANK
INSTITUTE OF AGRICULTURE AND NATURAL RESOURCES
UNIVERSITY OF NEBRASKA

EXTENSION DIVISION - EXTENSION EDUCATOR

Extension Instructor

1. A Master's degree* in an appropriate field
2. Recommendations and qualifications to indicate potential success as an Extension Educator

Assistant Extension Educator

1. All qualifications of lower rank
2. Relevant experience desired
3. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual and team player

Associate Extension Educator

1. All qualifications of lower ranks
2. Time-in-rank at the assistant level is ordinarily at least five years and typically is six years
3. Requires the development and execution of Extension plans of work which demonstrate creativity, credibility, impact, and a high degree of acceptance by clientele
4. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual including evidence of professional growth, especially in team roles

Extension Educator

1. All qualifications of lower ranks
2. Recognition by colleagues and clientele for intellectual depth, and effectiveness in Extension activities which contribute substantially to program impact
3. Demonstrated continued professional growth potential and interpersonal growth especially in team roles
4. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual that generates substantial program impact
5. Normally a minimum of seven years in the Associate rank

*Circumstances may, in rare instances, cause this requirement to be modified.

Rev 10/93

Attachment A

CRITERIA FOR APPOINTMENT AND PROMOTION IN RANK
INSTITUTE OF AGRICULTURE AND NATURAL RESOURCES
UNIVERSITY OF NEBRASKA

CONSERVATION AND SURVEY DIVISION

Instructor

1. A Master's degree*
2. An interest in Natural Resources
3. Evidence indicating scientific capability
4. Experience preferred

Assistant Professor

1. All qualifications of lower rank, plus
2. A Doctorate degree* preferably with two years' professional skills in Natural Resources
3. Demonstrated growth in interest and understanding of Natural Resources

Associate Professor

1. A Doctorate degree* with minimum five years' professional skills in Natural Resources (time-in-rank as an assistant professor is ordinarily at least five years, and typically is six years
2. Demonstrated effectiveness in teaching, research and/or service in Natural Resources
3. Evidence of professional growth and scientific contributions
4. Membership in graduate faculty preferred
5. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual

Professor

1. A Doctorate degree* preferably with ten years' professional skills in Natural Resources
2. Substantial scientific contributions
3. Sustained record of performance demonstrating competency and effectiveness in teaching, research and/or service in Natural Resources
4. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual (normally seven years as Associate Professor)

*Circumstances may, in rare instances, cause this requirement to be modified.

Rev 9/92

Att**achment A**

CRITERIA FOR APPOINTAIENT AM FROMOTION IN RANK
INSTITUTE OF AGRICULTURE AND NATURAL RESOURCES
UNIVERSITY OF NEBRASKA

CONSERVATION & SURVEY DIVISION - GEOSCIENTIST

Instructor Geoscientist

1. Master's degree in the geosciences*
2. A record indicating potential for further academic work
3. Recommendations to indicate potential success as a geoscientist

Assistant Geoscientist

1. All qualifications of lower rank
2. At least two years experience in the geosciences
3. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual and team player

Associate Geoscientist

1. All qualifications of lower rank
2. Normally five or more (typically six) years of experience in the development and execution of geoscience plans of work which demonstrate creativity, credibility, and a high degree of acceptance by the clientele
3. Meets position requirements in a highly desirable manner and at a level expected of a highly qualified individual and team player

Geoscientist

1. All qualifications of lower rank
2. Recognized by colleagues and clientele for intellectual depth, versatility, and effectiveness in geoscience activities which contribute significantly to programs for the people of the state
3. Meets position requirements in a highly desirable manner and at a level expected in a highly qualified individual and team player (normally at least seven years in the associate rank)

*Circumstances may, in rare instances, cause this requirement to be modified.
REV 10/94

Attachment A

CRITERIA FOR APPOINTMENT AND PROMOTION IN RANK
INSTITUTE OF AGRICULTURE AND NATURAL RESOURCES
UNIVERSITY OF NEBRASKA

NEBRASKA FOREST SERVICE

Instructor Forester

1. A Bachelor's degree in an appropriate field and at least one year of experience
2. A record indicating potential for further academic work
3. An interest in Forestry work
4. Recommendations to indicate potential as a Forester

Assistant Forester

1. A Master's degree or a BS degree and equivalent experience
2. Relevant experience desired
3. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual

Associate Forester

1. A Master's degree* in appropriate field
2. Time-in-rank as an Assistant Forester is ordinarily at least five years, and typically is six years, in the development and execution of Forestry plans which demonstrate creativity, credibility and a high degree of acceptance by clientele
3. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual

Forester

1. A Master's degree* in appropriate field
2. Recognition by colleagues and clientele for intellectual depth, versatility and effectiveness in Forestry activities which contribute substantially to programs for the people of the state
3. Meets position requirements in a highly desirable manner and at a level expected of a well-qualified individual (normally a minimum of seven years in the Associate Forester rank)

*This requirement may be waived in case of appointments if candidates qualified at the level indicated are not available or for promotion staff with a high level of performance.

Rev 9/92

Attachment A

CRITERIA FOR APPOINTMENT AND PROMOTION IN RANK
INSTITUTE OF AGRICULTURE AND NATURAL RESOURCES
UNIVERSITY OF NEBRASKA

SCHOLARLY SERVICE APPOINTMENT

Instructor

1. A master's degree or equivalent professional degree In a suitable field.
2. An educational and/or employment background suggesting capability to perform scholary service duties.
3. Recommendations indicating potential for scholarly service assignment.

Assistant Professor

1. A doctoral degree* or other equivalent terminal degree in an appropriate field with relevant experience
2. Meets position requirements at a level of a well-qualified Individual
3. Demonstrated capability in a scholarly service appointment

Associate Professor

1. A doctoral degree* or other equivalent terminal degree
2. Time-in-rank as an assistant professor is ordinarily at least five years, but typically is six years
3. Evidence of professional growth and developing stature
4. Demonstrated ability to conceptualize, collect, and disseminate date and Information and/or to provide training to appropriate clientele
5. Experience In effective service program leadership and demonstrated scholarly creativity
6. Meets position requirements in an excellent manner and at a level expected of a well-qualified individual
7. Evidence of positive interpersonal relationships with colleagues and clientele

Professor

1. A doctoral degree* or other equivalent terminal degree
2. Normally a minimum of seven years experience in the associate professor rank
3. Demonstrated depth, scholarship, creativity, and versatility In accomplishing service activities
4. Recognition by colleagues and clientele for Intellectual depth, scholarship, versatility, and effectiveness in service activities which make substantial contributions to colleagues, the department, institute, university, state and/or the national and International community
5. Demonstrated continued professional growth and potential
6. Meets position requirements in an excellent manner and at a level expected of a well-qualified individual
7. Because this is the terminal academic rank, judgments on promotion are based upon sustained records of effective performance and involve more rigorous evaluation than those of other academic ranks.

*Circumstances may. In rare instances, cause this requirement to be modified.

REV 9/92

PROFESSOR OF PRACTICE
CRITERIA FOR APPOINTMENT AND PROMOTION IN RANK
INSTITUTE OF AGRICULTURE AND NATURAL RESOURCES
UNIVERSITY OF NEBRASKA

Lecturer
- At least 0.5 FTE
- Contract length = 1 to 2 years
- Renewable
- Benefits eligible
- All units have to define minimum qualifications, i.e., degree, experience equivalent, etc.
- Normally entire apportionment in instruction: may include classroom teaching, student supervision, advising, lab instruction and/or management, instructional program coordination
- All units must define standard for full-time appointments, particularly in number of classes [NB: lack of standardization at UNL in terms of relationship between course load as % of FTE.]
- Outside promotion track, but may apply for openings in promotion track as they are available/advertised

Assistant Professor of Practice
- 1.00 FTE position normally, but at least 0.5 FTE
- Appointment length = 1 to 3 years
- Renewable
- Benefits eligible
- Terminal degree or equivalent professional experience required - units must define professional experience equivalence
- Majority apportionment must be in instructional activities and practice
- Other responsibilities, assigned at the discretion of the department/college, could include apportionment in service and/or professional development, and/or minimal requirements to meet academic qualification for accreditation
- Demonstrated success in academic or professional instruction

Associate Professor of Practice
- 1.00 FTE position normally, but at least 0.5 FTE
- Appointment length - 1 to 4 years
- Renewable
- Benefits eligible
- Terminal degree or equivalent professional experience required - units must define professional experience equivalence
- Majority apportionment must be in instructional activities and practice
- Other responsibilities, assigned at the discretion of the department/college, could include apportionment in service and/or professional development, and/or minimal requirements to meet academic qualification for accreditation
- Evidence of contributions to advancing learning in the field
- Excellence in academic or professional instruction, evidenced, e.g., by student evaluations, portfolio, peer review, student learning outcomes
- Evidence of leadership in instructional activity that has had significant impact on the department, college, or University

Professor of Practice
- 1.00 FTE position normally, but at least 0.5 FTE
- Appointment length = 1 to 5 years
- Renewable
- Benefits eligible
- Terminal degree or equivalent professional experience – units must define professional experience equivalence
- Majority apportionment must be in instructional activities and practice
- Other responsibilities, assigned at the discretion of the department/college, could include apportionment in service and/or professional development, and/or minimal requirements to meet academic qualification for accreditation
- Evidence of contributions to advancing learning in the field
- Excellence in academic or professional instruction, evidenced, e.g., by student evaluations, portfolio, peer review, student learning outcomes
- Very high performance standard
- Minimum expectation is for national visibility for candidate's instructional activities and/or practice

April 12, 2007

RESEARCH PROFESSOR
CRITERIA FOR APPOINTMENT AND PROMOTION IN RANK
INSTITUTE OF AGRICULTURE AND NATURAL RESOURCES
UNIVERSITY OF NEBRASKA

Senior Research Associate

- Contract length up to 3 years, depending on funding term and availability
- Renewable
- Benefits eligible if appointed at 0.5 FTE or more
- Administrative units will define additional minimum qualifications beyond an earned doctorate or the appropriate terminal degree; e.g., years of post-doctoral experience, record of demonstrated superior performance, etc.
- Majority of apportionment must be in research
- Position funded primarily from grant or other extramural sources
- Not eligible for promotion and continuous appointment, but incumbent may apply for openings in promotion and continuous appointment tracks as they become available.

Research Assistant Professor

- Contract length up to 3 years, depending on funding terms and availability
- Renewable
- Benefits eligible if appointed at 0.5 FTE or more
- Earned doctorate or appropriate terminal degree. Experience and demonstrated independence in research dissemination required.
- Majority of apportionment in research
- Position funded primarily from grant or extramural funds
- Not eligible for continuous appointment, but incumbent may apply for openings in continuous appointment track as they become available

Research Associate Professor

- Contract length up to 5 years depending on funding terms and availability
- Renewable
- Benefits eligible if appointed at 0.5 FTE or more
- Earned doctorate or appropriate terminal degree required
- Evidence of scholarly contributions to the discipline
- Progressive development of excellence in research with significant impact in the area of research
- Evidence of leadership in research. Criteria to be determined by the department; e.g., graduate student and post doctoral mentoring, invited national/international presentations, etc.
- Majority of apportionment in research
- Position funded primarily from grant or extramural funds
- Not eligible for continuous appointment, but incumbent may apply for openings in continuous appointment track as they become available

Research Full Professor

- Contract length up to 5 years, depending on funding terms and availability
- Renewable
- Benefits eligible if appointed at 0.5 FTE or more
- Earned doctorate or appropriate terminal degree required
- Evidence of sustained, substantial scholarly contributions in area of research
- Progressive development of an independent research agenda, distinguished by excellence; e.g., success in securing funding, successful placement of graduate students and post docs
- Very high performance standard
- Minimum expectation is national visibility in area of research. Additional criteria to be developed by department.
- Majority of apportionment in research
- Position funded primarily from grant or extramural funds
- Not eligible for continuous appointment, but incumbent may apply for openings in continuous appointment track as they become available