

SCHOOL OF ENGINEERING TECHNOLOGY (SET)

Criteria for Appointment and Promotion

EXPLANATIONS

1. Master's Degree may be with or without a thesis but must be in an engineering or a field appropriate to the teaching responsibilities of the faculty member (This is a requirement not pertaining to general University of Maine faculty which ordinarily requires "the highest earned degree traditional to the discipline.").
2. Unless stated otherwise, professional experience means industrial, consulting, or practical experience in engineering, surveying, mathematics, physics, or related science beyond an associate or bachelor's degree (in engineering or engineering technology). This is a requirement not pertaining to the general University of Maine faculty.
3. In addition to at least three years of professional experience in industry, consulting, or private practice, an earned doctorate in engineering, science, physics, mathematics, management, education, or associated field will count for three years of additional professional experience.
4. Release time for research will count as professional experience on a one-to-one basis (i.e., equivalent teaching buy-out) so long as there is at least three years of professional experience in industry, consulting, or private practice.
5. Teaching includes advising, university service, and related activities.

APPOINTMENT — Appointment to the SET faculty will be based on the potential for teaching excellence, previous professional experience, and an interest in maintaining and improving professional competence. The primary responsibility of the faculty is to teach effectively. Teaching performance shall be an important and pivotal part of annual peer evaluation as well as consideration for promotion.

Relevant, competent, and substantive experience in the practice of an appropriate profession is an essential requirement for appointment to the SET faculty. SET requires at least three years of professional experience in industry, consulting, or private.

A bachelor's degree is required for appointment to the SET faculty. Normally, the master's degree is required for all professorial ranks.

INSTRUCTOR (Engineering Technology) — Instructors are appointed on an annual basis. The appointment will be temporary unless the individual demonstrates qualities desired in professional ranks and there are openings in such ranks to which the instructor can be promoted. A decision as to whether an instructor can ultimately be promoted and placed on a tenure track should be reached within four years but must be made by the end of the sixth year of probationary status. An instructor shall hold a baccalaureate degree in a discipline appropriate to their teaching or laboratory responsibilities and should have a minimum of three years experience in the practice of engineering, technology, or related field. Tenure will not be granted at the instructor rank (but an instructor may have employment security according to UMS/AFUM contract).

ASSISTANT PROFESSOR (Engineering Technology) — The initial appointment of an assistant professor from outside the University is for one year. Reappointment shall be for a second one-year appointment. Following the second year, or if promotion to the rank of assistant professor has occurred from within the University without the granting of tenure, reappointment will normally be for one year, provided the probationary period, including credit for prior service, does not exceed seven years.

Appointment or promotion to the rank of assistant professor presumes that the individual possesses potential which, when developed, will merit promotion in rank and the granting of tenure. The assistant professor shall have a master's degree in an appropriate discipline or have made substantial progress toward its attainment and have a minimum of three years professional experience. Individuals appointed to assistant professor must already be or can expect soon to be registered, certified, or licensed, as appropriate, to practice the profession.

ASSOCIATE PROFESSOR (Engineering Technology) — Appointment to the rank of associate professor from within the University is accompanied by the granting of tenure. Appointment from outside the University is for an initial two-year probationary term. Reappointment may be for any stated number of years, provided the probationary period, including credit for prior service, does not exceed seven years.

The associate professor must have a master's degree in an appropriate discipline. The associate professor must be registered, certified, or licensed, as appropriate, to practice the profession. The individual should have attained one of the following: 1) a minimum of three years experience in the practice of the profession and at least six years of teaching experience; 2) ten or more years of practice in the profession at a professional level, or 3) three or more years of substantial and notable experience of a character and notoriety that SET and the University of Maine will achieve clear benefits by appointment as an associate professor.

For an individual to obtain the rank of associate professor, they must have demonstrated thorough professional competence and performance in those areas required by the mission of the unit. The teaching must be on par with associate professors within SET. The individual must have professional consulting service and service to the community and University that are typical or expected of other SET faculty. The individual must show promise for continued professional development and service.

PROFESSOR (Engineering Technology) — Appointment to the rank of professor from outside the University is normally for an initial two-year period, with reappointment carrying continuous tenure. In unusual cases, initial appointment from outside the University may carry tenure.

The individual should have attained one of the following: 1) three years of professional experience and at least twelve years of teaching experience; 2) ten or more years of professional experience and at least six years teaching experience; or 3) ten or more years of substantial and notable professional and/or teaching experience of a character and notoriety among peers (more than local) such that promotion or appointment would enhance the reputation of the University of Maine.

An individual seeking appointment or promotion to professor must have demonstrated ability and professional experience of a high and noteworthy level in the practice of the profession. As a teacher, the individual should have shown an ability to stimulate students and develop creative learning environments. An individual seeking promotion to the rank of professor must have demonstrated notable professional competence and creative performance in those areas required by the mission of the unit. The individual's teaching must be on par with professors in SET. The individual must have excelled in one or more areas of teaching, professional service and consulting, or service to the University and community.