

From: Hodge, Michel

Sent: Friday, April 01, 2016 12:34 PM

To: Marchese, Paul

Subject: Suggestions from **Counseling** departmental for criteria for faculty reappointment, tenure, and promotion.

Suggestions from **Counseling** departmental for criteria for faculty reappointment, tenure, and promotion.

Note that we believe that as the faculty/counselor progresses through the ranks, the criteria should become more stringent.

Strong/outstanding/consistent record of service and leadership

- Strong record of teaching including use of high impact practices
- Scholarship evidenced by publication(s), presentation at regional & national conference(s), grant(s)

Demonstrate effectiveness as a Counselor through the following:

- Supervisor's evaluation, to include individual's responsiveness to supervision, and to the needs of the students; demonstrated knowledge re how to handle crisis situations/when to refer students to outside agency and so forth
- Students' feedback (using relevant counseling assessment tool)
- Demonstrated ability to work cooperatively with colleagues

Effectiveness as a Professor:

Possess a record of consistently effective teaching as shown by :

- Student evaluations
- Peer classroom observations to include; ability to engage students/knowledge of and ability to effectively convey information taught, and assessment of students' knowledge of material taught

Research and Scholarship:

- Person should have presented at conferences – local regional and/or national
- Publications (in refereed journals)

General:

- Active participation in departmental and college wide faculty meetings
- Work collaboratively with professors in and outside of the counseling center
- Engaged in professional development activities such as attending conferences, workshops - in and outside of the college, that enhances counseling skills for example.
- Membership in various committees (include volunteering to hold leadership roles) at QCC and University wide
- Offering workshops for students, faculty/staff
- Membership in professional organizations (??? not sure if this can mandated)