

Promotion Guidelines | **Second Rank**

For Full-time, Fixed-term, or Standing Non-Tenure-Line Faculty

Guidelines for Promotion to the **Second Rank**

A candidate for promotion to Assistant Teaching Professor (for faculty without a terminal degree) or to Associate Teaching Professor (for faculty with a terminal degree) must meet the criteria described below in the areas of teaching, efforts to remain current in the discipline(s) being taught, and service.

Based on a four-point scale (4=excellent; 3=very good; 2=satisfactory; 1=unsatisfactory), the faculty member is expected to achieve one of the following:

- Demonstrate level-4 performance in teaching and at least level-2 performance in the remaining two categories.
- Demonstrate level-3 performance in teaching and in one additional category and demonstrate no less than level-2 performance in the remaining category.

Rating Scale

- 4. Excellent**
- 3. Very Good**
- 2. Satisfactory**
- 1. Unsatisfactory**

Resources

**University Policy AC23
Promotion & Tenure Procedures and Regulations**
policy.psu.edu/policies/ac23

Penn State Altoona Promotion & Tenure Policy
altoona.psu.edu/promotion-tenure

Questions?

Penn State Altoona Office of Academic Affairs
814-949-5090

The “Slam Dunk” Path to Promotion to the Second Rank

Teaching	Efforts to Remain Current in Discipline(s) Being Taught	Service
Excellent (4)	Excellent (4)	Excellent (4)

Note: While this is the ideal path, it is more common to have a version of ratings like those listed below.

Additional Paths to Promotion to the Second Rank

Teaching	Efforts to Remain Current in Discipline(s) Being Taught	Service
Excellent (4)	Satisfactory (2) or Higher	Satisfactory (2) or Higher
Very Good (3)	Very Good (3)	Satisfactory (2) or Higher
Very Good (3)	Satisfactory (2) or Higher	Very Good (3)

