

# Promotion Guidelines | **Third Rank**

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

## Guidelines for Promotion to the **Third Rank**

A candidate for promotion to the third rank (Associate Teaching Professor for faculty without a terminal degree or Teaching Professor for faculty with a terminal degree) must achieve the following:

- Demonstrate continued effectiveness as a teacher while in the second rank.
- Show evidence of professional growth, scholarship, and/or mastery of subject matter at a level of distinction beyond the level presented at the time of promotion to the second rank.

More specifically, the candidate must meet the criteria described below in the areas of teaching; Innovation, professional growth, subject matter mastery, scholarship/creative achievement; and service.

Based on a four-point scale (4=excellent; 3=very good; 2=satisfactory; 1=unsatisfactory), the faculty member is expected to demonstrate level-4 performance in teaching and at least level-3 performance in both of the remaining categories.

### 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](http://policy.psu.edu/policies/ac23)

**Penn State Altoona Promotion & Tenure Policy**  
[altoona.psu.edu/promotion-tenure](http://altoona.psu.edu/promotion-tenure)

### Questions?

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

## The “Slam Dunk” Path to Promotion to the Third Rank

Teaching

Innovation, professional growth, subject matter mastery,  
scholarship/creative achievement

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 Third Rank

Teaching

Innovation, professional growth, subject matter mastery,  
scholarship/creative achievement

Service

**Excellent (4)**

**Excellent (4)**

**Very Good (3)**

**Excellent (4)**

**Very Good (3)**

**Excellent (4)**

**Excellent (4)**

**Very Good (3)**

**Very Good (3)**



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