

UMKC Conservatory of Music and Dance
Rank Expectancies
Approved 2/7/12

Assistant Professor

1. Competence in the teaching assignment and the clear potential for future development. Evidence in this area may include, but is not limited to:
 - a. excellent teaching in the classroom, studio, or other settings, as reflected by student and other evaluations
 - b. preparation of new teaching materials with a documented effect on improving student learning
 - c. positive redesign of courses to promote learning
 - d. liaison with teachers outside the Conservatory to enhance learning experiences
 - e. effective development and implementation of on-line instruction, textbooks, or other materials
 - f. recruitment and retention of excellent students
 - g. student advising and mentoring
 - h. serving on and chairing graduate committees
 - i. advising theses and dissertation
 - j. awards and honors
 - k. student achievement
2. Some contributions and awards in areas not limited to the following examples:
 - a. publication of texts, or articles in respected journals
 - b. public performances and/or recital tours
 - c. commissions and contests
 - d. regional/national professional organizations
 - e. research; composition; recording
3. Some contributions to service in areas not limited to the following examples.
 - a. service on standing and ad hoc committees within the Conservatory and/or University
 - b. professional-related service in the community, including collaborations with other arts organizations
 - c. service to the profession through recognized organizations and events at local, state, regional, national, or international levels, including elected office, conference program and local arrangement committees, and other activities.
4. Professional recognition at the local/regional level.
5. A doctorate or appropriate terminal degree, satisfactory progress toward it, or the professional equivalent (substantial experience and accomplishment in teaching, performance, composition, or research: areas of expertise must be clearly defined).

Associate Professor

1. Excellence in teaching demonstrated annually. There should be competence in peripheral areas and a growing mastery in specialty subjects. Evidence in this area may include, but is not limited to:
 - a. excellent teaching in the classroom, studio, or other settings, as reflected by student and other evaluations
 - b. preparation of new teaching materials with a documented effect on improving student learning
 - c. positive redesign of courses to promote learning
 - d. liaison with teachers outside the Conservatory to enhance learning experiences
 - e. effective development and implementation of on-line instruction, textbooks, or other materials
 - f. recruitment and retention of excellent students
 - g. student advising and mentoring
 - h. serving on and chairing graduate committees
 - i. advising theses and dissertation
 - j. awards and honors
 - k. student achievement
2. Significant contributions and awards in areas not limited to the following examples:
 - a. publication of texts, or articles in respected journals
 - b. public performances and/or recital tours
 - c. commissions and contests
 - d. regional/national professional organizations
 - e. research; composition; recording
3. Significant contributions to service in areas not limited to the following examples.
 - a. service on standing and ad hoc committees within the Conservatory and/or University
 - b. professional-related service in the community, including collaborations with other arts organizations
 - c. service to the profession through recognized organizations and events at local, state, regional, national, or international levels, including elected office, conference program and local arrangement committees, and other activities.
4. Professional recognition at the regional/national level.
5. A doctorate or appropriate terminal degree, satisfactory progress toward it, or the professional equivalent (substantial experience and accomplishment in teaching, performance, composition, or research: areas of expertise must be clearly defined).

Professor

1. Outstanding ability as a teacher, measured over a number of years; complete mastery of the candidate's special areas of interest; a grasp of considerable breadth in the general subject area. Evidence in this area may include, but is not limited to:
 - a. excellent teaching in the classroom, studio, or other settings, as reflected by student and other evaluations
 - b. preparation of new teaching materials with a documented effect on improving student learning
 - c. positive redesign of courses to promote learning
 - d. liaison with teachers outside the Conservatory to enhance learning experiences
 - e. effective development and implementation of on-line instruction, textbooks, or other materials
 - f. recruitment and retention of excellent students
 - g. student advising and mentoring
 - h. serving on and chairing graduate committees
 - i. advising theses and dissertation
 - j. awards and honors
 - k. student achievement
2. Exceptional contributions to the field with the emphasis on the quality and impact of the work(s) and the continuation of effort.
 - a. publication of texts, or articles in respected journals
 - b. public performances and/or recital tours
 - c. commissions and contests
 - d. regional/national professional organizations
 - e. research; composition; recording
3. Exceptional contributions to service in areas not limited to the following examples:
 - a. service on standing and ad hoc committees within the Conservatory and/or University
 - b. professional-related service in the community, including collaborations with other arts organizations
 - c. service to the profession through recognized organizations and events at local, state, regional, national, or international levels, including elected office, conference program and local arrangement committees, and other activities.
4. Professional recognition at the national/international level.
5. A doctorate or appropriate terminal degree, satisfactory progress toward it, or the professional equivalent (substantial experience and accomplishment in teaching, performance, composition, or research: areas of expertise must be clearly defined).