1. In disciplines and fields in which the earned doctorate is the terminal degree, the earned
doctorate appropriate to the college, the department, and the assignment is required. In
disciplines and fields in which another earned degree is the terminal degree, that earned terminal
degree appropriate to the college, the department, and the assignment is required.

The requirement for possession of the terminal degree for tenure or promotion may be waived in
the exceptional instances when a faculty member has had employment and performance
experiences that constitute a generally accepted substitute for the terminal degree. In these few
instances the academic department must establish criteria, subject to the approval of the dean of
the college and the Vice Chancellor / Provost, for the substitution of appropriate experiences.
The department must also document that it is a widely used and respected academic practice to
accept the kind of substitution that is being requested.

2. Outstanding performance in professional teaching as evidenced by long-term, regular, and
recent evaluations by students, peers, or supervisors, or a combination thereof. Outstanding
performance is defined by the individual college and department PRT documents which are
approved by the UPRTC.

3. Outstanding performance in professional or scholarly or creative work appropriate to the
discipline or field as evidenced by long-term, regular, and recent publications in peer-reviewed
vehicles of significant professional stature; or by long-term, regular, and recent inclusions in
juried or reviewed presentations, shows, concerts, or recitals; or by long-term, regular, and
recent inclusions in other outlets of significant professional stature. Outstanding performance is
defined by the individual college and department PRT documents which are approved by the
UPRTC.

4. Outstanding contributions in professional service activities as evidenced by long-term, regular,
and recent contributions at the university, state, regional, or national level. Outstanding is defined
by the individual college and department PRT documents which are approved by the UPRTC.

5. While a candidate need not be outstanding in each of the categories for promotion and tenure,
an applicant’s department/college promotion, retention, and tenure (PRT) document may specify
a minimum rating in one or more of the categories.