

DEPARTMENT OF ECONOMICS
University of Pittsburgh
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Criteria and Guidelines for Promotion to Full Professor

The Bylaws of the University of Pittsburgh, Chapter II: The Faculty, set the following criteria for promotion to full professor:

“The rank of professor recognizes the attainment of authoritative knowledge and reputation in a recognized field of learning and the achievement of effective teaching skill. The professor should have attained superior stature in his or her field through research, writing, professional practice, or leadership in professional and learned organizations, as well as having exceeded the standards described for ranks shown above.” (Article IV: Full-Time Tenured or Tenure-Stream Faculty, Section 4.5: Criteria for Professor)

In addition, the language included in the template used for request of external letters of evaluation for promotion to full professor reads:

“It may be helpful for you to know that the Bylaws of the Dietrich School of Arts and Sciences set the criteria for promotion to professor as “... the attainment of authoritative knowledge and reputation in a recognized field of learning and the achievement of effective teaching skill. The professor should have attained superior stature in his or her field through research, writing, professional practice, or leadership in professional and learned organizations...” In judging authoritative knowledge in research we place great weight on the candidate's accomplishments to date, the intellectual power and originality that are revealed by those accomplishments, and the impact that these accomplishments have had on the discipline. And for those candidates whose work is interdisciplinary, collaborative, multidisciplinary or translational in character, or whose intellectual contributions and innovation are registered in part through significant societal impact, we ask that special care be taken to establish achievement. We are, of course, keenly interested in the candidate's promise of future growth and productivity.”

The Department of Economics follows the University Bylaws and applies them using the following process:

- Promotion to full professor will not occur at a set time but rather the candidate will be put forward when it is determined they have met the standard to be promoted.
- Full professors meet annually, usually in the Spring term, to discuss the CV of each associate professor, assessing their progress towards promotion to full professor. At this meeting the chair supplements the information from the CV with other relevant information provided by the faculty member and/or included in their activity report.

- Following the annual full professors meeting, the department chair will meet with each associate professor to give them feedback from the meeting.
- When the full professors recommend proceeding with promotion, the chair will appoint an *ad-hoc* committee, usually formed by 2 full professors. This committee, in consultation with the Chair, selects external letter writers and, after letters are received, prepares a recommendation report.
- The dossier for promotion is assembled following the guidelines by the Dietrich School. The full dossier and the *ad-hoc* committee report are circulated among full professors, who review the documentation, meet to discuss the merits of the case, and vote.
- Assessment of progress towards promotion is a qualitative judgement of the full professors, including the following aspects:
 - A full professor should be recognized as a leader in their field by peers, with evidence of significant contributions to their discipline.
 - A consistent publication record following the promotion to associate professor, reflecting sustained research activity. The publication record is assessed as a combination of quantity and quality of published peer-reviewed papers. To be promoted to full professor there is an expectation of substantial research output since achieving the rank of associate professor.
 - A pipeline of working papers and work in progress, reflecting a promise of continued research activity.
 - Evidence of scholarship engagement through participation in conferences, seminars, and refereeing activity.
 - Evidence of continued teaching excellence.
 - Evidence of significant involvement mentoring and advising students, which typically includes serving as chair or co-chair of completed dissertations.
 - Evidence of continuing service involvement in the department, the school, the university, and the profession. It is expected that faculty will play a leading role in departmental service prior to promotion to full professor.