Promotion Cycle for Tenure Track Faculty and Teaching Faculty

**Year 1**
- Teaching Goal #1 - Collect Evidence of Goal Achievement - Self-Reflection - Annual Review

**Year 2**
- Teaching Goal #2 - Collect Evidence of Goal Achievement - Self-Reflection - Annual Review

**Year 3**
- Teaching Goal #3 - Collect Evidence of Goal Achievement - Self-Reflection - Annual Review - Mid-point check - Plan for year 5

**Year 4**
- Teaching Goal #4 - Collect Evidence of Goal Achievement - Self-Reflection - Annual Review - Continue Planning for year 5 continued

**Year 5**
- (No Teaching Goal) - Collect Year 5 Materials - Self-Reflection - Annual Review - Apply for Promotion

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**Teaching Goal**
Begin [Goal Setting Form](#) - set (1) one SMART goal and align with (1) one domain of the [Teaching Effectiveness Framework](#). Set goal using criteria from the [Full Framework](#).

**Evidence of Goal Achievement**
Collect three pieces of evidence (triangulation) to demonstrate achievement of yearly goal
See [Strengths/Limitations of Teaching Evidence](#)

**Self-Reflection**
See [Goal Setting Form](#) (TILT)

**Year 5 Materials**
See individual department promotion materials