



COLLEGE OF EDUCATION AND HUMAN PERFORMANCE
Minimum Criteria for Tenure and/or Promotion Consideration
Section II: Research/Creative Activities
Effective Fall, 2015¹

I. Tenure and/or Promotion to Associate Professor²

The following are the minimum scholarly productivity requirements for tenure and/or promotion (Associate Professor) consideration. The criterion-referenced standards in Sections A., B., and C. must be met for a faculty member to be considered for tenure and/or promotion to Associate Professor. All productivity while at the rank of Assistant Professor³, regardless of institution, will be considered.

A. Publications

Non-Doctoral Faculty

Three refereed original research publications if the faculty member has a 12 hour teaching while at the rank of Assistant Professor. If the faculty member has less than a 12 hour teaching load while at the rank of Assistant Professor, the minimum requirement for tenure/promotion consideration is four refereed original research publications. **One of these publications must be as 1st author/co-author for an original research manuscript in a refereed national/international journal. The remainder of this criterion can be met by publishing:**

1. original research manuscripts in refereed national/international journals, where
 - a. each 1st author publication counts as 1 publication.
 - b. each 2nd author publication counts as 1/2 publication.
 - c. each 3rd author/late publication counts as 1/3 publication.
2. original research manuscripts in refereed state/regional journals, where
 - a. each 1st author publication counts as 1/2 publication.
 - b. each 2nd author publication counts as 1/3 publication.
 - c. each 3rd author/late publication counts as 1/4 publication.
3. refereed textbooks/chapters in a discipline held within the Department that are published through a reputable academic book publisher, where
 - a. each 1st author publication counts as 1 publication.⁴
 - b. each 2nd author publication counts as 1/2 publication.⁴
 - c. each 3rd author/late publication counts as 1/3 publication.⁴

Doctoral Faculty (4.5 hour teaching load per class taught)

Four refereed original research publications if the faculty member has a 12 hour teaching load while at the rank of Assistant Professor. If the faculty member has less than a 12 hour teaching load while at the rank of Assistant Professor, the minimum requirement for tenure/promotion consideration is five refereed, original research publications. **One of these publications must be as 1st author/co-author of an original research manuscript in a refereed national/international journal. The remainder of this criterion can be met by publishing:**

1. original research manuscripts in refereed national/international journals, where
 - a. each 1st author publication counts as 1 publication.
 - b. each 2nd author publication counts as 1/2 publication.
 - c. each 3rd author/late publication counts as 1/3 publication.
2. original research manuscripts in refereed state/regional journals, where
 - a. each 1st author publication counts as 1/2 publication.
 - b. each 2nd author publication counts as 1/3 publication.
 - c. each 3rd author/late publication counts as 1/4 publication.

3. refereed textbooks/chapters in a discipline held within the Department that are published through a reputable academic book publisher, where
 - a. each 1st author publication counts as 1 publication.⁴
 - b. each 2nd author publication counts as 1/2 publication.⁴
 - c. each 3rd author/late publication counts as 1/3 publication.

B. Presentations

Five refereed original research presentations. **One of these presentations must be as 1st author/co-author for refereed, original research at the national/international level. The remainder of this criterion can be met by presenting:**

1. refereed original research at the national/international level, where
 - a. each 1st author presentation counts as 1 presentation.⁵
 - b. each 2nd author presentation counts as 1/2 presentation.
 - c. each 3rd author/late presentation counts as 1/3 presentation.
2. refereed original research at the state/regional level, where
 - a. each 1st author presentation counts as 1/2 presentation.⁵
 - b. each 2nd author presentation counts as 1/3 presentation.
 - c. each 3rd author/late presentation counts as 1/4 presentation.
3. non-refereed research at the non-local level with a student as primary investigator that is not subsequently presented as a refereed presentation, where
 - a. each presentation as supervising faculty investigator counts as 1/2 presentation.
 - b. each presentation associate faculty investigator counts as 1/4 presentation.
4. research as an invited speaker (including as an award recipient) as 1st author/co-author, where
 - a. each presentation at the national/international level counts as 1 presentation.⁶
 - b. each presentation at the state/regional level counts as 1/2 presentation.⁶

C. Funding

A faculty member must apply for a minimum of three grants (or equivalent funding opportunities) as principal investigator that total at least \$ 10,000.00. At least one of the applications must be for funding from an external source.

II. Promotion to Professor⁷

The following are the minimum scholarly productivity requirements for promotion (Professor) consideration. The requirements are in addition to those for promotion to Associate Professor. The criterion-referenced standards in Sections A., B., and C. must be met for a faculty member to be considered for promotion to Professor. All productivity while at the rank of Associate Professor, regardless of institution, will be considered.

A. Publications

Non-Doctoral Faculty

Five refereed original research publications. **One of these publications must be as 1st author/co-author for an original research manuscript in a refereed national/ international journal. The remainder of this criterion can be met by publishing:**

1. original research manuscripts in refereed national/international journals, where
 - a. each 1st author publication counts as 1 publication.
 - b. each 2nd author publication counts as 1/2 publication.
 - c. each 3rd author/late publication counts as 1/3 publication.

2. original research manuscripts in refereed state/regional journals, where
 - a. each 1st author publication counts as 1/2 publication.
 - b. each 2nd author publication counts as 1/3 publication.
 - c. each 3rd author/later publication counts as 1/4 publication.
3. refereed textbooks/chapters in a discipline held within the Department that are published through a reputable academic book publisher, where
 - a. each 1st author publication counts as 1 publication.⁴
 - b. each 2nd author publication counts as 1/2 publication.⁴
 - c. each 3rd author/later publication counts as 1/3 publication.⁴

Doctoral Faculty

Six refereed original research publications. **One of these publications must be as 1st author/co-author for an original research manuscript in a refereed national/ international journal. The remainder of this criterion can be met by publishing:**

1. original research manuscripts in refereed national/international journals, where
 - a. each 1st author publication counts as 1 publication.
 - b. each 2nd author publication counts as 1/2 publication.
 - c. each 3rd author/later publication counts as 1/3 publication.
2. original research manuscripts in refereed state/regional journals, where
 - a. each 1st author publication counts as 1/2 publication.
 - b. each 2nd author publication counts as 1/3 publication.
 - c. each 3rd author/later publication counts as 1/4 publication.
3. refereed textbooks/chapters in a discipline held within the Department that are published through a reputable academic book publisher, where
 - a. each 1st author publication counts as 1 publication.⁴
 - b. each 2nd author publication counts as 1/2 publication.⁴
 - c. each 3rd author/later publication counts as 1/3 publication.⁴

B. Presentations

Six refereed original research presentations. **One of these presentations must be as 1st author/co-author for refereed original research at the national/international level. The remainder of this criterion can be met by presenting:**

1. refereed original research at the national/international level, where
 - a. each 1st author presentation counts as 1 presentation.⁵
 - b. each 2nd author presentation counts as 1/2 presentation.
 - c. each 3rd author/later presentation counts as 1/3 presentation.
2. refereed original research at the state/regional level, where
 - a. each 1st author presentation counts as 1/2 presentation.⁵
 - b. each 2nd author presentation counts as 1/3 presentation.
 - c. each 3rd author/later presentation counts as 1/4 presentation.
3. non-refereed research at the non-local level with a student as primary investigator that is not subsequently presented as a refereed presentation, where
 - a. each presentation as supervising faculty investigator counts as 1/2 presentation.
 - b. each presentation associate faculty investigator counts as 1/4 presentation.
4. research as an invited speaker (including as an award recipient) as 1st author/co-author, where
 - a. each presentation at the national/international level counts as 1 presentation.⁶
 - b. each presentation at the state/regional level counts as 1/2 presentation.⁶

C. Funding

A faculty member must apply for a minimum of one external grant (or equivalent funding opportunity) as principal investigator, and as principal investigator secure a total of at least \$15,000.00 in funding from internal and/or external sources.

¹*Criteria for tenure and/or promotion to Associate Professor are applicable for all tenure-track faculty starting employment 9/1/2015 or later. Criteria for promotion to Professor are applicable to all faculty assuming the rank of Associate Professor 9/1/2015 or later.*

²*For promotion to Associate Professor, reasonable distinction (based on merit relative to the rank and one's peers) is expected in Section II (i.e., this section), III or IV, and preferably in all three areas.*

³*Productivity during a post-doctoral research appointment or similar position prior to appointment to Assistant Professor will also be considered.*

⁴*Textbooks/chapter publications must be fully funded by the publisher to count towards meeting the publication criterion.*

⁵*No more than one 1st author/co-author presentation per society per year may count towards meeting the presentation criterion.*

⁶*No more than one invited speaker research presentation may count towards meeting the presentation criterion.*

⁷*For promotion to Professor, reasonable distinction (based on merit relative to the rank and one's peers) is expected in Section II (i.e., this section), III, and IV.*

Minimum Criteria for Tenure and/or Promotion Consideration
Section III: Professional Growth and Development Activities
Effective Fall, 2015¹

I. Tenure and/or Promotion to Associate Professor²

The following are the minimum professional growth/development activity requirements for tenure and/or promotion to Associate Professor. The criterion-referenced standards in Sections A., B., and C. must be met for a faculty member to be considered for tenure and/or promotion to Associate Professor. All activity while at the rank of Assistant Professor³, regardless of institution, will be considered.

A. Professional Society Affiliation

Continued membership in two professional societies, with one of the societies being at the national/international level.

B. Professional Meeting Attendance

Attendance at, on average, one professional conference per year at the state, regional, national, or international level.

C. Other Professional Growth/Development Activities

An average performance evaluation of “good” (5) in other professional growth/development as reflected in the faculty member’s annual performance evaluations. Other areas of professional growth/development may include but is not limited to: professional society service/committees/leadership, other professional leadership, journal/publisher editorial service, consultancy, expert interviews, guest/invited lectures, certifications, and continuing education.

II. Promotion to Professor⁴

The following are the minimum professional growth/development activity requirements for promotion to the rank of Professor. The criterion-referenced standards in Sections A., B., C., and D. must be met for a faculty member to be considered for promotion to Professor. All activity while at the rank of Associate Professor, regardless of institution, will be considered.

A. Professional Society Affiliation

Continued membership in two professional societies at the national/ international level.

B. Professional Meeting Attendance

Attendance at, on average, one professional conference per year at the national/international level.

C. Professional Leadership

Four distinct⁵ examples of leadership within their profession at the state, regional, national, or international levels. This may include but is not limited to: professional society leadership (officer/board member, peer selected officer/board member candidate, committee/task force chair, etc.) journal editor-in-chief/section editor, etc.

D. Other Professional Growth/Development Activities

An average performance evaluation of “outstanding” (6) in other professional growth/development as reflected in the faculty member’s annual performance evaluations. Other areas of professional growth/development may include but is not limited to: professional society service/committees, journal/publisher editorial service, consultancy, expert interviews, guest/invited lectures, certifications, and continuing education.

¹Criteria for tenure and/or promotion to Associate Professor are applicable for all tenure-track faculty starting employment 9/1/2015 or later. Criteria for promotion to Professor are applicable to all faculty assuming the rank of Associate Professor 9/1/2015 or later.

²For promotion to Associate Professor, reasonable distinction (based on merit relative to the rank and one’s peers) is expected in Section II, III (i.e., this section), or IV, and preferably in all three areas.

³Activity during a post-doctoral research appointment or similar position prior to appointment to Assistant Professor will also be considered.

⁴For promotion to Professor, reasonable distinction (based on merit relative to the rank and one's peers) is expected in Section II, III (i.e., this section), and IV.

⁵For example, service as President-Elect, President, and Past-President of a professional society resulting from a single election would count as one distinct example of professional leadership.

Minimum Criteria for Tenure and/or Promotion Consideration
Section IV: Non-teaching Activities Supportive of University Programs
Effective Fall, 2015¹

I. Tenure and/or Promotion to Associate Professor²

The following are the minimum University service requirements for tenure and/or promotion to the rank of Associate Professor. The criterion-referenced standards in Sections A., B., C. and D. must be met for a faculty member to be considered for tenure and/or promotion to Associate Professor. For the purposes of meeting the minimum requirements, only University service while at the rank of Assistant Professor at Texas A&M University-Kingsville will be considered. However, all University service at other institutions while at the rank of Assistant Professor will be contribute to the overall body of work in this section once the minimum requirements are met.

A. Student Advisement

If applicable, an average performance evaluation of “good” (5) in the area of academic advisement as reflected in the faculty member’s annual performance evaluations.

B. Committee³ Service

Active service on three committees at the department level, one committee at the college level, and one committee at the university level. ⁴

C. Other Service

An average performance evaluation of “good” (5) in other areas of service as reflected in the faculty member’s annual performance evaluations. Other areas of service supportive of the University may include but is not limited to: administrative assignments, committee leadership, faculty/student recruitment, acquisition/development of facilities/equipment, program/curriculum development, attendance/support for general university functions, sponsorship/support of student organizations, and directing/supporting student research.

D. Collegiality

Cooperation with colleagues, engagement in professional conduct, and the display of ethical behavior.

II. Promotion to Professor⁵

The following are the minimum University service requirements for promotion to the rank of Professor. The criterion-referenced standards in Sections A., B., C., D. and E. must be met for a faculty member to be considered for promotion to Professor. For the purposes of meeting the minimum requirements, only University service while at the rank of Associate Professor at Texas A&M University-Kingsville will be considered. However, all University service at other institutions while at the rank of Associate Professor will be contribute to the overall body of work in this section once the minimum requirements are met.

A. Student Advisement

If applicable, an average performance evaluation of “good” (5) in the area of academic advisement as reflected in the faculty member’s annual performance evaluations.

B. Committee³ Service

Active service on six committees at the department level, two committees at the college level, and two committees at the university level. ⁴

C. Committee³ Leadership

Successful service in a leadership capacity on four committees, with at least one of those leadership roles being at the university level.

D. Other Service

An average performance evaluation of “outstanding” (6) in other areas of service as reflected in the faculty member’s annual performance evaluations. Other areas of service supportive of the University may include

but is not limited to: administrative assignments, faculty/student recruitment, acquisition/development of facilities/equipment, program/curriculum development, attendance/support for general university functions, sponsorship/support of student organizations, and directing/supporting student research.

E. Collegiality

Cooperation with colleagues, engagement in professional conduct, and the display of ethical behavior.

¹Criteria for tenure and/or promotion to Associate Professor are applicable for all tenure-track faculty starting employment 9/1/2015 or later. Criteria for promotion to Professor are applicable to all faculty assuming the rank of Associate Professor 9/1/2015 or later.

²For promotion to Associate Professor, reasonable distinction (based on merit relative to the rank and one's peers) is expected in Section II, III, or IV (i.e., this section), and preferably in all three areas.

³May include Faculty Senate, boards, panels, sub-committees, task forces, or the equivalent.

⁴If it is determined that the faculty member was not provided with sufficient opportunity to serve at a particular level while at the rank of Assistant Professor, and the faculty member has a surplus of service at one of the other levels (preferably a higher level), the Department Chair may substitute service from one level to the other.

⁵For promotion to Professor, reasonable distinction (based on merit relative to the rank and one's peers) is expected in Section II, III, and IV (i.e., this section).