



**DEPARTMENT OF HEALTH & KINESIOLOGY**  
**Minimum Criteria for Tenure and/or Promotion Consideration**  
**Section III: Professional Growth and Development Activities**  
*Effective Fall, 2014<sup>1</sup>*

**I. Tenure and/or Promotion to Associate Professor<sup>2</sup>**

The following are the minimum professional growth/development activity 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 activity while at the rank of Assistant Professor<sup>3</sup>, 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 Professor<sup>4</sup>**

The following are the minimum professional growth/development activity requirements for promotion (Professor) consideration. 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 distinct<sup>5</sup> 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.

<sup>1</sup>Criteria for tenure and/or promotion to Associate Professor are applicable for all tenure-track faculty starting employment 9/1/2014 or later. Criteria for promotion to Professor are applicable to all faculty assuming the rank of Associate Professor 9/1/2014 or later.

<sup>2</sup>For 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.

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

<sup>4</sup>For 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.

<sup>5</sup>For 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.