



DEPARTMENT OF HEALTH & KINESIOLOGY

Minimum Criteria for Tenure and/or Promotion Consideration

Section IV: Non-teaching Activities Supportive of University Programs

Effective Fall, 2014¹

I. Tenure and/or Promotion to Associate Professor²

The following are the minimum University service requirements for tenure and/or promotion (Associate Professor) consideration. 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 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 (Professor) consideration. 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 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.

¹*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.*

²*For 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.*

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

⁴*If 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.*

⁵*For 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).*