

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

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.

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, teaching, research, and service is expected in Section II (i.e., this section), III or IV, and preferably in all three areas.

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

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

⁵No more than one 1st author/co-author presentation per society per year

**Minimum Criteria for Tenure and/or Promotion Consideration
Section III**

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

⁴For promotion to Professor, *teaching and research activities 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.

