

5.3 UHCL PROMOTION AND TENURE

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5.0 Professorial Responsibilities and Activities

Faculty members will be expected to meet the highest standards of their discipline within the three traditional areas of professorial responsibility: Teaching and Educational Activities; Research, Scholarly, or Artistic Activities; and Service. No other distinct criteria or standard shall be assessed independently or as part of the three areas of responsibility described in this section 5.0.

5.1 Teaching and Educational Activities

5.1.1 Teaching consists of direct involvement with students inside or outside the classroom. It includes classroom instruction and seminars, supervision of independent study and graduate research, and direction of graduate theses and dissertations. All university professors are expected to incorporate new knowledge into their courses on a continuing basis.

Documented evidence of teaching expertise may include but is not limited to: student evaluations, course syllabi, letters, or solicited opinions.

5.1.2 Educational activities include, but are not limited to, the development of new curricula, new courses, new degree programs and new training programs; the writing of textbooks and educational publications; presentations about teaching at professional meetings; and technology transfer or dissemination.

5.2 Research, Scholarly, or Artistic Activities

5.2.1 Research, scholarly or artistic activities are those which lead to the creation and dissemination of new knowledge; to increased problem-solving capabilities, including such activities as design and analysis; to original critical or historical theory and interpretation; or to the production of art or artistic performance.

5.2.2 Evaluation of competency in scholarly and artistic activities must include records of accomplishments (i.e. published or in press material [either proof of final acceptance, off-print, or paper copy of an electronic publication], commissions, exhibitions, inventions, awards, grants, etc.) and letters of evaluation from those knowledgeable in the candidate's area of scholarship, both inside and outside the university.

5.3 Service

5.3.1 Service includes: 1) service to professional organizations and journals; 2) service to the program, college, university, and system; and 3) service to the public.

5.3.2 Service is the application and dissemination of knowledge or skill for the solution of problems and the improvement of the university, the profession, or the community. Service to the university in support of its activities is required of all UH-Clear Lake faculty members.

6.0 Criteria and Standards for Promotion and Tenure

The basic criteria and standards for promotion and tenure reflect the University's commitment to academic excellence. Candidates for promotion or tenure at any level shall be judged solely in the three traditional areas of professorial responsibility: Teaching and Educational Activities; Research, Scholarly, or Artistic Activities; and Service. The comparative scale shall be: "poor", "less than satisfactory", "satisfactory", "very good", and "excellent". The scale may be adjusted to include "very good with the promise of becoming excellent" for candidates for promotion to associate professor with tenure.

6.1 Standards for Associate Professor with Tenure

Any candidate for promotion to associate professor with tenure is expected to be "excellent" or "very good with the promise of becoming excellent" in at least one of the three areas of evaluation. The candidate must also be rated at least

"very good" in a second of the three areas and "satisfactory" in the third one. In addition, each candidate must be at least "very good" in "Teaching and Educational Activities" (Section 5.1).

Any deviation from the standard expectations in 5.0 for a candidate for associate professor must be well documented in a letter, on university letterhead, that outlines the conditions and expectations and is signed by the dean of the school and the faculty member. This letter is to be placed in the candidate's school-level personnel file and may be used by the candidate in compiling their Promotion and Tenure materials.

6.2 Standards for Professor

6.2.1 To be promoted to professor, candidates must have state, regional, or national reputations. This reputation may be achieved in any of the three areas of professorial responsibility. Candidates must also be "excellent" in either "Teaching and Educational Activities" or "Research, Scholarly, or Artistic Activities" and at least "very good" in the other two areas (i.e. teaching and service or scholarly activity and service).

6.2.2 To be excellent in "Research, Artistic, or Scholarly Activities", candidates must have made substantial, outstanding, and continuing contributions to their professions.

6.2.3 To be excellent in Teaching, candidates must be unusually effective in all the traditional aspects of university teaching applicable to their disciplines: classroom instruction and seminars, supervision of independent study and graduate research, as well as the directing of graduate theses, dissertations, or other capstone activities.

6.2.4 Excellence in Teaching should also include distinction in educational activities (defined in 5.1.2), but it cannot rest upon educational activities alone.