

PROMOTION AND TENURE STANDARDS PRIOR TO 2020

From THE UHCL Faculty Handbook

5.3 UHCL PROMOTION AND TENURE

Approved by University

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3.1 Professorial Responsibilities and Activities

Candidates will be judged in the three traditional areas of professorial responsibility: Teaching and Educational Activities; Research, Scholarly, or Artistic Activities; and Service.

3.2 Teaching and Educational Activities

- 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. All university professors are expected to incorporate new knowledge into their courses on a continuing basis.

Evidence of teaching expertise may include: evaluations by colleagues, student evaluations, course syllabi, letters, or solicited opinions.

- 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.

3.3 Research, Scholarly, or Artistic Activities

- 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. Evaluation of competency in scholarly and artistic activities must include records of accomplishments (i.e. publications, commissions, exhibitions, inventions, awards, grants, etc.) and letters of evaluation from those knowledgeable in the candidate's field, both inside and outside the university.

3.4 Service

- Service includes: 1) service to professional organizations and journals; 2) service to the university; and 3) service to the public.

- 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.

3.5 Standards

Candidates for promotion or tenure at any level will be judged 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".

3.6 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 5.2.2).

3.7 Standards for Professor

- 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).
- To be excellent in "Research, Artistic, or Scholarly Activities", candidates must have made substantial, outstanding, and continuing contributions to their professions.
- 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. Excellence in teaching should also include distinction in educational activities, but it cannot rest upon educational activities alone (Section 5.2.2, 1.b).

From the HSH Bylaws

8.9 Promotion and Tenure: HSH follows the policy on Tenure and Promotion in the Faculty Handbook and Section 7.2 above.

Note: The reference to "Section 7.2 above" is erroneous: section 7.2 of the HS Bylaws describes the "Selection of Candidates and Campus Visits."

From the HSH Policy and Procedure Manual

Aspects of the process are described (identification of external reviewers, dissemination of letters of review), but no criteria are stated.