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Per Dept - Latest Version
as of 9/2008*

Tenure and Promotion Criteria
Department of Health, Physical Education and Exercise Science

The Department of Health, Physical Education and Exercise Science standards for promotion and tenure are consistent with those of the College of Arts and Sciences and the University, as specified in the University Handbook, pages 3-3, 3-4. The Department of HPEES aspires to maintain a high level of faculty performance in the areas of Teaching, Scholarship and Service. Candidates should seek guidance from the Dean, Department Chair, senior faculty and the Core of Academe regarding the preparation of tenure and promotion petitions.

TENURE

Tenure is awarded to the candidate who has demonstrated excellence in teaching, initiated a program of research and undertaken discipline related service. When tenure is awarded, the Department, College and University have evaluated the candidate's petition and found it to meet high academic standards for professional commitment to academic excellence. Generally, the candidate is eligible to apply for tenure during the sixth year of full time teaching in the department. However, under special circumstances as determined by the Dean and Department Chair a candidate may apply early or may be hired with tenure or negotiated years toward tenure.

Criteria for tenure:

- A terminal degree in a field represented by the department
- Six years of full-time probationary teaching in higher education
- Excellence in teaching as demonstrated by: student evaluations, chair evaluations, peer evaluations, advisement, evidence of course development, and evidence of student progress. Using the departmental merit document as a standard, a faculty member would need a consistent pattern of achievement at the high merit category.
- A pattern of scholarly activity as demonstrated by: publications, grants, research in progress, creative endeavors, professional presentations, service as a publication reviewer. Using the departmental merit document as a standard, a faculty member would need evidence of scholarly activity which includes written discipline related scholarship at the high merit category.

- Representative service activities as demonstrated by: Department, College and University service, office in a discipline-related professional organization, service presentations, and consulting. Using the departmental merit document as a standard, a faculty member would need evidence of service at the high merit category.

PROMOTION

Promotion to a higher academic rank includes excellence in teaching as defined at the high merit level or above within the Department of Health, Physical Education and Exercise Science merit document. There also needs to be a consistent pattern of scholarly activity and service.

Promotion to the rank of Assistant Professor

The rank of Assistant Professor is achieved when a faculty member with a terminal degree who has less than six years of full time university teaching experience has demonstrated a pattern of achievement in teaching, research and service that will lead to tenure.

Promotion to the rank of Associate Professor

A minimum of six years full time university teaching experience, four of which must be at the rank of Assistant Professor, is required. Faculty with appropriate credentials may be hired at the rank of Associate Professor. Successful teaching experience as defined under the departmental guidelines for tenure is expected to continue. Evidence of an ongoing pattern of research and/or scholarly activity needs to be demonstrated at a level above that expected for tenure. Within the faculty member's annual activity report, scholarly activity that averages at the high merit category (as defined by the departmental merit guidelines) needs to be documented. In addition, there is an expectation of national level publication. In the area of service, the faculty member would need to demonstrate a level of service that averages at the high merit category.

Promotion to the rank of Professor

A minimum of ten years of university teaching experience, four of which must have been at the Associate Professor rank is required. Successful teaching experience as defined under the departmental guidelines for tenure is expected to continue at the high merit category. A candidate must demonstrate a continued record of scholarly activity with evidence of national publications and activity at the highest merit category. In the area of service, the candidate would need service contributions that average at the high merit category with evidence of activity at the highest merit level.

Approved February 22, 2000 Department of Health, Physical Education & Exercise Science