

**UNIVERSITY OF NORTH TEXAS
DEPARTMENT OF ACCOUNTING
Policy on Promotion, Tenure, and Faculty Evaluation
(Revised and Adopted January 25, 2008)**

I. CRITERIA FOR GRANTING PROMOTION AND TENURE

The *Faculty Handbook* (Section II, subsections F and G) describes the University of North Texas policy on the granting of tenure and academic promotions. “Tenure . . . is the only substantive protection afforded for academic freedom and is perhaps the most critical decision involved in faculty development.” With respect to granting of tenure, it “is a selective process that recognizes the individual as a continuing member of the faculty based on performance during a trial period. The importance of this decision to the university dictates that affirmative action in awarding tenure be taken only when there is no reasonable doubt of the individual’s ability to make a long-term contribution to the goals of the university.”

“For untenured assistant professors, a positive decision regarding tenure will, except in unusual cases, also bring promotion to the rank of associate professor.”

“Recommendations for tenure are based on critical review of explicit evidence accumulated during a probationary period concerning the faculty member’s performance in the functions of teaching, research or other scholarly or creative activities, and service.” Additional guidance includes (but is not limited to) the following:

- A. “Effective teaching is a minimum expectation . . .”
- B. “. . . a record of high quality performance in (research, writing, or other creative activities) and . . . some indication of long-term motivation and productivity.”
- C. “Outstanding service related to the mission of the university . . .”

II. CONSTRAINTS AND LIMITATIONS

A. Quantifications

Any attempt to quantify the qualitative factors of effective teaching, scholarly and / or professional performance, and service is only an arbitrary allocation of points. The promotion and tenure committee, along with the departmental chairperson, has the responsibility of making these very difficult judgments of the individual contributions of faculty members. Judgment of the quality of a contribution cannot be quantified.

B. Time in Rank

Time in rank should not be a criterion for tenure or promotion. A minimum time is necessary for each individual, but it is not necessarily the same for each individual.

“On recommendation of the department and approval by the dean and Provost and Vice President for Academic Affairs, the probationary period for a faculty member appointed at the rank of assistant professor or higher may be decreased by the same amount of time that he or she has served at other institutions. Any such agreements should be specified in writing at the time of the faculty member’s initial appointment. Each such new faculty member shall, however, serve a minimum probationary period of no less than one year, except as the President of the University may make an exception and recommend immediate tenure.”

III. CRITERIA AND EVIDENCE REVIEWED FOR TENURE

(The faculty member may submit any additional evidence he / she feels is relevant.)

A. Teaching

1. Criteria

“Effective teaching is a minimum expectation for the granting of tenure, and no recommendation for tenure should be made in case of any reasonable doubt.”

“Therefore, scholarly production, even of exceptional quality, will not compensate for indifferent teaching . . .” (UNT *Faculty Handbook*, Section II, subsection F).

2. Evidence

a. Student evaluations.

b. Other evidence:

- Course syllabi and materials for which the faculty member is responsible.
- A record of new course development, innovative methods, presentation, and testing of material.
- Evidence of teaching assignments at the University of North Texas and professional accomplishments.
- Membership on doctoral dissertation committees.
- Personal professional education development.
- Letters by students relative to teaching effectiveness.
- Teaching awards.

B. Scholarly and Professional Accomplishment

1. Criteria

“In a university, members of the faculty must show continuing growth and development through research, writing, or other creative activities, and through participation in professional activities of their discipline. A recommendation for tenure must be based on a record of high quality performance in this area and, so far as is possible, some indication of long-term motivation and interest.”

“. . . unusually effective teaching [will not] compensate for a total lack of scholarly or professional accomplishments manifesting the individual’s continuing professional growth and development.” (UNT *Faculty Handbook*, Section II, subsection F).

A natural outgrowth of scholarly work and teaching in our professional programs is the publication of ideas and research which results in various academic and professional journals, as well as in books and monographs.

2. Evidence

- a. Publications in quality journals (including forthcoming).
- b. Other evidence:
 - Book authorships.
 - Funded research grants.
 - Paper presentations.
 - Unpublished research.
 - Research grant proposals.
 - Membership on doctoral dissertation committees.
 - Editorial activities.
 - Professional activities of an academic nature.
 - Personal professional research development.
 - Publication awards.

C. Service

1. Criteria

“Outstanding service related to the mission of the university likewise serves as one criterion for recommendation of tenure. It is understood that such opportunities are somewhat restricted in some disciplines, especially for probationary faculty.” (UNT *Faculty Handbook*, Section II, subsection F).

2. Evidence

a. University Service

- Committee assignments.
- Sponsorship of student organizations.
- Special assignments such as organizing special meetings, conferences, or coordinating a workshop series.

b. Professional Service

- Offices held in national and regional academic and professional organizations.
- Major committee assignments in the above organizations.
- Special assignments such as organizing academic conferences.

3. Limitations

While service to the community, such as participation in charitable and other community activities is expected of all citizens, it is not a positive factor for recommendation of tenure or promotion.

D. Integrity and Ethics

1. Criteria

“The granting of tenure is the beginning of a second and more long-term phase of professional association. The recommendation must carry with it the assurance, so far as can be determined, that the individual practices professional integrity; that he or she adheres to high standards of professional ethics; that he or she understands the nature of membership in a community of scholars and has the ability and desire to work as a member of a group while retaining all rights of individual expression; and that he or she feels a sense of responsibility for the well-being of the University of North Texas and a commitment to work for the accomplishment of its goals.” (UNT *Faculty Handbook*, Section II, subsection F).

2. Evidence

Usually this criterion will be assumed unless known evidence exists to negate this assumption.

IV. CRITERIA AND EVIDENCE REVIEWED FOR PROMOTION

A. Departmental Guidelines for Associate Professor

Since promotion to associate professor often occurs simultaneously with granting of tenure, the criteria and evidence for promotion to associate professor are identical to those listed for granting of tenure. See UNT *Faculty Handbook*, Section II, subsection G, for additional promotion information.

B. Departmental Guidelines for Professor

1. Criteria

Promotion to professor will be recommended if the candidate has an outstanding record in research with an adequate record in teaching and service, or superior record in teaching with an adequate record in research and service. The evaluation of the evidence should take into consideration the total record of the candidate, as well as accomplishments since promotion to associate professor.

2. Evidence

- a. Teaching is evaluated using the same sources as indicated for tenure evaluation.
- b. Scholarly and professional performance is supported by the same type of evidence as used for tenure evaluation. In addition, the candidate should have achieved national recognition from the academic and / or professional community.
- c. Service—contribution to the academic and professional community.

Note: See University of North Texas *Faculty Handbook* (Section II, subsections F and G) for complete statements on university policy on tenure and promotion.