

## Faculty Standards for Tenure, Promotion, Post-Tenure Review

### 1. CMHT\_Guideline\_Faculty\_3\_Tenure\_Promotion\_Post\_Tenure\_Review

2. **Date Issued:** 10/09; 8/10 (VPAA Approved); Reviewed: 12/1/14; 2/17; VPAA & CMHT Review: 5/18, Approved and updated 11/2022, (VPAA Submitted) 8/24; 2/25

3. **Purpose:** To provide standards of performance expected of tenure-track (TT) faculty for tenure and promotion and tenured (T) faculty for promotion and post-tenure review. University policy will take precedent in all cases.

UNT Policy 06.004 Faculty Reappointment, Tenure, and Promotion <https://policy.unt.edu/policy/06-004>

### 4. Minimum Expectations for Eligibility

4.1 All T/TT faculty must perform at the minimum levels for teaching, scholarship and service specified by the CMHT Annual Performance Standards for Faculty Performance. These standards are the foundation for evaluation for tenure, promotion, or post-tenure review. See CMHT\_Guideline\_Faculty\_1\_Annual Performance Standards T/TT

4.2 While all T/TT faculty must meet minimum standards, all faculty are encouraged to strive for excellence across the standards of teaching, scholarship, and service as assigned in their workload.

### 5. Collaborative and Sole Authorship Work

5.1 CMHT supports and encourages both collaborative and sole authored work.

5.2 Collaborative publications, presentations, and grants require review of contributions. While first authorship is an indication of effort; it may or may not comparatively show percentage of effort across an entire work.

5.3 Faculty can demonstrate leadership by being responsible for specific work segments (e.g., data analysis, instrument development, or literature review). This needs to be clearly articulated in the dossier.

5.4 Faculty may also provide information regarding an overall percentage of contribution to collaborative work. Percentages should be determined through consensus of all collaborators before submitting in FIS.

### 6. Standards

#### 6.1 Assistant Professor for Tenure and Promotion to Associate Professor

6.1.1. Annual expectations for productivity are based on assigned workload and identified in the CMHT Policy\_Faculty\_1\_Annual Performance Standard.

6.1.2. Probationary tenure-track faculty who do not meet the expectations in one or more of the three categories may receive a recommendation for non-renewal of contract pre- or post-third year review and may be denied tenure and promotion

- 6.1.3. Probationary TT faculty will be assessed annually. The yearly reappointment review process for CMHT tenure-track faculty is as follows UNT policy 06.004.

## **6.2. Tenured Associate Professor Promotion to Full Professor**

- 6.2.1. In order to promote to rank of full professor, faculty should exhibit evidence of 1) substantial and continued excellence in teaching, research and service, demonstrated by receiving scores in “exceeds expectation” and/or “excellence” category as outlined in the CMHT\_Guideline\_Faculty\_2\_Annual Performance Standard\_T TT, and 2) having earned an international reputation.
- 6.2.2. Excellence or extraordinary quality in any one domain will not compensate for lack of sustained effectiveness in other assigned areas (UNT Policy 06.005).
- 6.2.3. Associate Professors may petition to the Department Chair and Dean to be reviewed for promotion to Professor in their fifth year in rank. Should the Department Chair and Dean determine that the dossier is not sufficient for promotion to professor, they will assist the faculty member in developing a plan of work, timeframe, and assistance to facilitate an approved plan.

Should the dossier be acceptable for evaluation for promotion to professor, then the faculty member will work with the Department Chair in developing the final dossier for evaluation by the External Reviewers, P&T Committee, Department Chair, Dean, and Provost. The dossier will be due to the Department Chair by the date set forth in the UNT Promotion & Tenure Calendar.

## **6. New Faculty with Shortened Tenure, Hire with Tenure, or Hire with Rank**

See UNT Policy 06.004 for process and requirements for a new faculty member who seeks to join CMHT with a shortened time to tenure. All variations are subject to approval by the Provost.

## **7. Workload and CMHT Standards for Tenure, Promotion, and Post-Tenure Review**

- 7.1. Assigned workload defines faculty performance expectations. A cross a span of years under review, a faculty member may have different expectations based on the performance year.
- 7.2. Expectations may differ among faculty members, depending on the year they joined. Faculty members, in discussion with their respective chairs, should determine performance standards they are expected to meet for their promotion application.