

Tenure & Promotion Criteria

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The criteria for tenure and promotion within VCoBE are established to define both the quality of performance and the **minimum achievements** expected of faculty applicants to be considered for promotion.

All references to journal rankings (**A***, **A**, and **B**) are to categories of quality designated in the Australian Business Deans Council's ABDC Journal Quality List. The category of quality applied to any given journal will be that designated in the ABDC Journal Quality List in effect on the date of an article's acceptance. (NOTE: Applicants may supplement their dossiers with new publications accepted during the review process year. If a journal does not appear in the ABDC list or is ranked lower than deserved, faculty may make a case based on criteria such as impact factor or inclusion in another established journal quality list.)

All references to points, activities, or achievements are to values or items designated for activities or achievements in the VCoBE Annual Faculty Performance Evaluation.

CLARIFICATION NOTE: Tenure-Track faculty members submitting applications for tenure in fall 2017 or later will be reviewed using the criteria expressed in this document with consideration regarding whether these guidelines are significantly more rigorous than guidelines from their legacy institutions. Considering legacy guidelines is necessary to assure faculty members are not held to criteria standards not in effect at the time of their earlier reviews. Reviewing levels will evaluate the likelihood of continued scholarly contributions (teaching, research, and service) with a view that faculty members receiving recommendations for tenure will meet or exceed the expectations detailed in this document.

Tenure and Promotion of Tenure-Track and Tenured Faculty

During the applicable review periods set by the UTRGV *Handbook of Operating Procedures* (HoP) and *Tenure-Track/Tenure and Promotion Reviews Process and Guidelines* published by the Provost/EVPAA at the [Faculty Resources](#) webpage, the applicant should achieve the following items:

Category \ Criteria for Promotion	For Promotion from Assistant Professor to Tenure and Associate Professor	For Promotion from Associate Professor to Full Professor
Research/Practice	<p>1) one A* publication, plus two A publications, plus three B publications or one additional A publication; or</p> <p>2) two A* publications, plus three B publications or one additional A publication; or</p> <p>3) five A publications, plus three B publications or one additional A publication).</p> <p style="text-align: center;">NOTE: All publications must be in the applicant's discipline as so reflected in the journals' editorial policies. One A publication may be in a business field outside the applicant's discipline.</p>	<p>1) following promotion to Associate Professor, a repetition of the achievements for promotion; or</p> <p>2) following promotion to Associate Professor,</p> <p style="padding-left: 40px;">A) one A publication, plus three B publications or one additional A publication, and</p> <p style="padding-left: 40px;">B) the successful implementation of one or more extraordinary applied research, service, or economic development projects preapproved and adopted by the department/school and college.</p>
Teaching	<p>1) peer teaching observations as required by UTRGV institutional guidelines;</p> <p>2) four teaching achievements from any point level;</p> <p>3) an average minimum of 10 points per year; and</p> <p>4) using the Student Evaluations formula in the Faculty Performance Evaluation, an average minimum rating of 75% per year.</p>	<p>following promotion to Associate Professor, a repetition of the achievements for promotion.</p>
Service	<p>1) three Professional Service achievements from any point level; and</p> <p>2) active participation in department/school, college, and university activities for an average minimum of 10 points per year.</p>	<p>following promotion to Associate Professor, a repetition of the achievements for promotion.</p>

Promotion of Contingent Faculty

During the applicable review periods set by the UTRGV *Handbook of Operating Procedures (HoP)* and *Guidelines for Review, Reappointment, and Promotion of Full-time Lecturers, Professors in Practice and Clinical Faculty* published by the Provost/EVPAA at the [Faculty Resources](#) webpage, the applicant should achieve the following items:

Category	From Lecturer I to II	From Lecturer II to III and Assistant Professor in Practice to Associate Professor in Practice	From Lecturer III to Senior Lecturer and Associate Professor in Practice to Professor in Practice
Research / Professional Engagement	an average minimum of 12 points per year from at least: 1) one Research activity; 2) three items in Professional Engagement, and 3) other activities or achievements.	following promotion to Lecturer II, a repetition of the achievements for promotion. for promotion to Associate Professor in Practice, an average minimum of 12 points per year from at least: 1) one Research activity; 2) three items in Professional Engagement, and 3) other activities or achievements.	following promotion to Lecturer III or Associate Professor in Practice, a repetition of the achievements for promotion.
Teaching	1) peer teaching observations as required by UTRGV institutional guidelines; 2) an average minimum of 12 points per year; 3) using the Student Evaluations formula in the Faculty Performance Evaluation, an average minimum rating of 75% per year; and 4) an affirmative vote for promotion by the departmental/school T&P Committee after review of teaching achievements.	following promotion to Lecturer II, a repetition of the achievements for promotion. for promotion to Associate Professor in Practice, 1) peer teaching observations as required by UTRGV institutional guidelines; 2) an average minimum of 12 points per year; 3) using the Student Evaluations formula in the Faculty Performance Evaluation, an average minimum rating of 75% per year; and 4) an affirmative vote for promotion by the departmental/school T&P Committee after review of teaching achievements.	following promotion to Lecturer III or Associate Professor in Practice, a repetition of the achievements for promotion.
Service	an average minimum of 10 points per year.	following promotion to Lecturer II, a repetition of the achievements for promotion. for promotion to Associate Professor in Practice, an average minimum of 10 points per year.	following promotion to Lecturer III or Associate Professor in Practice, a repetition of the achievements for promotion.