

Florida Atlantic University
Department of Exercise Science & Health Promotion
PROMOTION AND TENURE CRITERIA

The Department of Exercise Science & Health Promotion recognizes that decisions regarding promotion and tenure are of the utmost importance, particularly since tenure may represent a life-long commitment on the part of the university. The decision to award promotion and tenure is based on criteria (see below) in the three areas of responsibility including the quality of research, teaching performance and service contributions.

Assistant professors will participate in a third year review at the department level prior to going up for promotion to associate in their sixth year unless years toward promotion and tenure were noted in the letter of offer. It is expected that decisions concerning promotion and tenure will occur at the same time. It is possible, however, to be promoted and not tenured. Importantly, tenure represents a vote of confidence that the faculty member has established a scholarly record that will be sustained for years to come.

The process of going up for promotion and/or tenure is lengthy and typically requires a great deal of time on the part of the candidate. The process requires a portfolio with an initial version constructed for the third year review then expanded when requesting promotion and/or tenure (see Provost's portfolio guidelines). To assist the faculty member, the department chair and voting members of the faculty will consult with the candidate to determine "readiness" for promotion and/or tenure, regardless of rank.

Promotion to Associate Professor

To be considered for promotion to associate professor with tenure, the candidate will:

1. Amass a body of work that reflects independent research including collaborative publications and several discipline-specific first or senior author publications as a faculty member of FAU.
2. Submit external grants.
3. Produce a continuous record of scholarly contributions of high caliber, which may be supported by factors including but not limited to, recognition by experts in their field, citations, and feedback from granting agencies.
4. Although emphasis is placed on exemplary research and scholarship, the candidate will also demonstrate effective teaching
5. Provide service encompassing the department, college, university, discipline and the public.

Promotion to Professor

Promotion to the rank of Professor is recognition of the candidate's academic maturity, and national and international recognition. Although a candidate's entire career will be taken into account for promotion to Professor, this decision is largely based on accomplishments since promotion to Associate. To receive promotion to Professor, a candidate is expected to:

1. Have an exceptional publication record, received external funding, create a high-level of impact and be recognized as a leader in their specific discipline.
2. Demonstrate a career of excellence in teaching
3. Provide exceptional service stemming from experience and a level of visibility that garners attention across all levels of the service expectation.
4. Have an exceptional record of mentoring graduate and/or undergraduate student research

The Criteria & Evaluation Process

A main criteria table (shown below), while not exhaustive, represents the criteria that will be used to evaluate the candidate's accomplishments in each category.

The criteria represent our expectations which are tied to the annual assignment and, in turn, form the basis for the annual evaluation provided by the department chair. This evaluation process is made more objective when the annual evaluation truly reflects the extent to which the faculty member met and/or surpassed the expectations tied to the annual assignment; assuming of course, that the faculty member had the resources needed to execute the annual assignment.

Indeed, the promotion and tenure review is a culmination of effort and productivity marked annually, during the third year review, the promotion and tenure process and throughout the entire career.

Finally, a candidate's portfolio will be evaluated by tenured members of the department with only full professors evaluating their colleagues seeking promotion to full professor.

The department will provide new faculty with a road map of annual expectations. This document is shared with the faculty member and a mentor who together discuss and plan the faculty member's approach and timeline for achieving those goals stipulated in the letter of offer and the department's promotion and tenure guidelines.

Main Criteria Table		
Research/Scholarship	Instruction/Teaching	Service
<ul style="list-style-type: none"> ➤ <u>Peer-reviewed Scientific Publications in Journals</u> <ul style="list-style-type: none"> • Impact factor • Citations • Original research or review articles • Authorship (first/senior author or co-author) ➤ <u>Book Chapter or Book</u> <ul style="list-style-type: none"> • National/international publishing house • Professional organization ➤ <u>Grants</u> <ul style="list-style-type: none"> • Source • Funded or unfunded ➤ <u>Student Research Mentorship</u> <ul style="list-style-type: none"> • Presentations • Publications ➤ <u>Presentations at Regional, National, and International Conferences</u> 	<ul style="list-style-type: none"> ➤ <u>Teaching Courses</u> <ul style="list-style-type: none"> • SPOT evaluations • Two peer evaluations ➤ <u>Student Committees</u> <ul style="list-style-type: none"> • Thesis/dissertation committee chair or member ➤ <u>Directed Independent Study</u> <ul style="list-style-type: none"> • Undergraduate and graduate students ➤ <u>Teaching Awards</u> <ul style="list-style-type: none"> • Recipient or nominee of internal/external teaching award ➤ <u>Advising</u> <ul style="list-style-type: none"> • Undergraduate and graduate students ➤ <u>New Course or Program Development</u> 	<ul style="list-style-type: none"> ➤ <u>Administrative Role</u> <ul style="list-style-type: none"> • Role considered, such as department chair, associate chair, and undergraduate/graduate coordinators ➤ <u>Service to University, College, and Department</u> <ul style="list-style-type: none"> • Committee chair or member • Advisor of student organization or activities/events ➤ <u>Service to Profession</u> <ul style="list-style-type: none"> • Editor-in-chief or editorial board • Invited presentation • Leadership position in professional organization • National/international grant or conference proposal reviewer • External reviewer of P&T dossier • Reviewer of journal manuscripts