

## 03.FAC.08- Tenure

Revised and Approved by COB Faculty (May 4, 2023)

### [Revision History](#)

### Definition of Tenure

Tenure is defined in Texas A&M University-Corpus Christi (TAMU-CC) University Rule 12.01.01.C1.

The Provost's office lists the Deadlines for the Annual Promotion and Tenure Review Process for Faculty at the following website:

<https://www.tamucc.edu/faculty/faculty-affairs/assets/promotion-tenure-deadlines.pdf>

Faculty should be aware that Section 5 of University Rule 12.01.01.C1 – Tenure gives academic units the authority to set deadlines in advance of the university deadlines. The dean is responsible for setting the college deadlines and sharing them with all faculty members before the end of the spring semester of each academic year prior to the upcoming promotion reviews.

### Consideration for Tenure

College procedure is governed by Texas A&M University-Corpus Christi University Rule 12.01.01.C1.

### Department Promotion and Tenure Committee and Procedure

Refer to Section 7 of TAMU-CC Rule 12.01.01.C1 (available at the link below) for the complete Department Review Process.

<https://www.tamucc.edu/governance/rules-procedures/assets/12.01.01.c1-tenure.pdf>

### College Promotion and Tenure Committee and Procedure

Refer to Section 8 of TAMU-CC Rule 12.01.01.C1 (available at the link below) for the complete College Review Process.

<https://www.tamucc.edu/governance/rules-procedures/assets/12.01.01.c1-tenure.pdf>

### Criteria for Tenure

#### Academic Preparation

The candidate for tenure must hold a doctorate or equivalent terminal degree from an accredited school in the appropriate teaching field.

#### Knowledge in the Teaching Field

The candidate for tenure must possess a broad knowledge of the field and an in-depth knowledge of one or more parts of the field. The candidate must have the ability and expertise to teach both graduate and undergraduate courses. As such, he or she must be a member of the Graduate Faculty.

#### Portfolio of Performance

Candidates for tenure are expected to engage in a variety of teaching, service, and intellectual contribution activities. Candidates are evaluated on a total portfolio of these three endeavors. The college recognizes that not all teaching loads require equal effort because of differences in class size, number of preparations, and course difficulty. In addition, the college acknowledges that intellectual

contribution performance varies in that acceptance for publication in highly respected journals is more difficult than publication in other journals. Service effort also varies depending on level of effort, type of committees, and visibility of effort. The Committee considers these variances when evaluating individual candidates. The discussion below of teaching, service, and intellectual contributions describes expectations for performance. Significant administrative duties may lessen these performance expectations.

#### *Evidence of Performance in Teaching*

The candidate should demonstrate a broad knowledge of the discipline and an in-depth knowledge in one or more parts of the field. The candidate should be a teacher of proven quality, with the ability and expertise to teach both undergraduate and graduate courses. The candidate must demonstrate a continuing interest in improving as a teacher and in developing knowledge of university-level pedagogy. Evidence of quality in teaching can be demonstrated by instructional innovation, new course development, and/or other similar activities compiled in a teaching portfolio. Additionally, the candidate should authenticate quality teaching efforts and performance through student evaluations, peer observation evaluations, self-evaluation, and (if applicable) student advising activities. Weight should be given to teaching load, number of students taught, number of classroom preparations, course rigor, delivery method, and undergraduate versus graduate courses.

Effective Fall 2024, to be eligible for consideration for Tenure, the candidate should include, along with their teaching evaluations, documentation from at least two peer observations of teaching in the last two academic years. Refer to the COB Faculty Handbook, 03.FAC.25 Peer Observation of Teaching Process for more information regarding the procedure to be followed and the forms that are required to be completed. If applying for promotion concurrently, the same peer evaluations can be used for both tenure and promotion packets.

#### *Evidence of Performance in Scholarly and/or Creative Activity*

Intellectual contributions are accrued in the areas of basic or discovery scholarship, applied or integrative/application scholarship, and teaching and learning scholarship. Intellectual contributions can be accumulated through publication in peer reviewed professional, pedagogical, or scholarly journals; papers in proceedings; published case studies; instructor manuals; instructional software; books; or chapters in books. In addition, intellectual contributions can be accomplished through presentations at academic conferences and research seminars/ workshops, writing book reviews, and new course development which is publicly reviewed, and publishing in in-house journals. While peer-reviewed consulting is considered part of applied scholarship, it alone will not meet the requirements of ongoing intellectual contributions for purposes of promotion.

The intellectual contributions described in the following paragraphs are normal requirements to be satisfied to be eligible for tenure. The intent is to encourage faculty to be productive in developing skills to produce intellectual contributions.

The candidate must demonstrate competence and productivity in scholarly activities (basic or discovery scholarship, applied or integrative/application scholarship, and teaching and learning scholarship) that are related to the candidate's discipline and to the mission of the college. While not expected to be leaders in their respective scholarly arenas, candidates must demonstrate a record of participation, competence, and productivity in their field. The candidate's work must be peer reviewed or otherwise publicly evaluated.

The candidate should have numerous intellectual contributions. To be eligible for consideration for tenure, the candidate should have no less than seven (7) intellectual contributions within the last five years including a research seminar presentation at the College of Business Research Seminar Series and a minimum of three peer-reviewed articles in professional, pedagogical, or scholarly journals on the College of Business' accepted lists of journals, one of which ranking at High Quality or higher as rated by the Faculty Qualifications Committee. Each contribution must significantly differ to be counted individually. The committee will evaluate the merits of the intellectual contributions as a whole, with consideration given to the number of publications, the quality of publications, the candidate's contributions to the publications, the impact of the contributions, the alignment to the college's mission, the appointment letter, and departmental requirements. At least one of these journal articles must be published with credit to this institution. Normally, a maximum of one refereed journal article, which may be the one written with credit to this institution, may be evidenced by a letter of acceptance for publication. The acceptance letter must state that the article requires no further revision before being published.

#### *Evidence of Performance in Service*

The candidate must document an active role in service of the Department, the College of Business and/or to the University through participation on committees, task forces, councils, and/or special projects. The candidate must have served on at least one standing department, college, or university committee. Participation and leadership in professional and community service will also be considered as long as the service supports the mission of the college, the university's purposes, or the candidate's academic discipline.

#### Documentation for Tenure Review

Documentation for Tenure Review will follow the documentation requirements for tenure as described in Section 6 of University Rule 12.01.01.C1 Tenure.

#### Related Policies & Information

[University Rule 12.01.01.C1 – Tenure](#)

[University Procedure 12.01.99.C0.03 – Responsibilities of Faculty Members](#)

[University Procedure 12.99.99.C0.02 – Faculty Attendance at University Commencement](#)

[University Procedure 12.01.99.C0.01 – Academic Rank Descriptors for Tenured and Tenured-Track Faculty](#)

[University Procedure 12.01.99.C0.04 – Descriptions of Teaching, Librarianship, Scholarship and Creative Activity, and Service](#)

[University Procedure 33.99.04.C0.02 – Promotion of Full-Time Faculty Members](#)

#### Revision History

- Approved February 1995
- Updated April 19, 1996
- Updated April 30, 2003
- Updated March 25, 2005
- Updated January 12, 2009
- Revised and Approved by COB Faculty August 23, 2010

- Revised and Approved by COB Faculty November 10, 2017
- Revised and Approved by COB Faculty March 9, 2018
- Revised and Approved by COB Faculty March 2020 (Vote Documented Via Qualtrics Survey July 6, 2021)