12.01.99.C0.04 Descriptions of Teaching, Librarianship, Research, Scholarship, and Creative Activity, and Service

Revised: May 4, 2026
Next Scheduled Review: May 4, 2031
Revision History

Procedure Summary

While academic preparation, experience, and professional responsibilities form the basis for faculty competence at Texas A&M University-Corpus Christi (TAMU-CC), faculty members seeking tenure and/or promotion must demonstrate achievements in the areas of teaching, librarianship, research, scholarship, and creative activity (RSCA), and service, as applicable based on their appointment. Faculty members are to take the initiative in promoting their own growth in each of their areas of responsibility. This procedure defines the areas of teaching, librarianship, RSCA, and service as they will be used in determining performance reviews including tenure and/or promotion decisions.

Procedure

1. GENERAL

   Evaluation of faculty performance should be conducted in accordance with university procedure *12.01.99.C0.06, Performance Reviews of Full-Time Faculty* and in a manner that is consistent with the faculty member's assigned workload and the general responsibilities of faculty as outlined in university procedure *12.01.99.C0.03, Responsibilities of Faculty Members* during the period under evaluation.

2. TEACHING

   TAMU-CC places teaching at the apex of its mission. Teaching includes knowledge in the field, quality in instruction, academic advisement, career counseling, and mentorship. Consistent with its strong commitment to instruction, the university requires that teaching effectiveness count in promotion to all ranks for faculty members with teaching responsibilities. Each academic unit (e.g., college, school, library) with teaching faculty must develop a clear and fair process for determining teaching effectiveness. Student evaluation, peer observation, and self-evaluation

are recommended avenues for evaluating teaching performance. Teaching activities encompass classroom instruction as well as those professional development activities aimed at making one a better teacher or at enhancing one's expertise in a teaching subject area. Teaching also includes student success measures, such as those outlined in university procedure *12.01.99.C0.03, Responsibilities of Faculty Members*, as well as curriculum development and related efforts. Faculty may contribute to teaching at the university in different ways.

3. LIBRARIANSHIP

Library faculty support teaching and learning endeavors at TAMU-CC through curricular and research support as well as by providing organic learning opportunities outside of the classroom. Performance of professional assignments for faculty librarians includes the recurring and specialized assigned tasks in support of the mission and goals of TAMU-CC. The library maintains a clear and fair process for determining success in librarianship. Student evaluation, peer observation, and self-evaluation are recommended avenues for evaluating performance.

4. RESEARCH, SCHOLARSHIP, AND CREATIVE ACTIVITY (RSCA)

4.1. Fundamental to any definition of RSCA is the expansion and application of knowledge and understanding about the world in which we live. RSCA is necessary and will count in promotion to all ranks for faculty with RSCA responsibilities. For an endeavor to be considered RSCA, the following criteria must apply:

4.1.1. RSCA involves a product - a tangible result; something that observers can examine. In all cases, some material evidence of the product must be provided.

4.1.2. RSCA involves review and/or selection by peers, or a jury of peers, who are acknowledged experts and/or successful practitioners in a discipline appropriate to the product being reviewed. Such reviews should ensure both quality and quantity in accordance with academic unit guidelines.

4.1.3. RSCA implies the activity is non-routine, novel, creative, imaginative, ingenious, or original yet not accidental. Not necessarily all of these, but at least some, must apply to the outcome for it to be considered scholarly.

4.2. RSCA at TAMU-CC consists of three (3) separate, yet interconnected elements: RSCA of Discovery, RSCA of Integration, and RSCA of Application. Faculty may contribute to any/all elements of RSCA at the university in different ways.

4.2.1. RSCA OF DISCOVERY. The RSCA of discovery involves the search for new knowledge or novel expression in a discipline and a richer understanding in an academic field. Productivity may be documented in the form of scholarly books, articles, performances, exhibitions, videos, and oral presentations of research.

4.2.2. RSCA OF INTEGRATION. The RSCA of integration emphasizes fitting one's own research, or the research of others, into larger intellectual patterns. It involves making connections across disciplines, placing the discipline in a larger context, illuminating data or concepts in a revealing way, and developing and evaluating new pedagogical approaches. It can take the form of collaboration across disciplines as co-principal investigators to unite disparate areas into creative connections and explore synergies beyond the individual disciplines. In addition to the more traditional forms for scholarship and creative expression, such as academic writing or public performance/screening/exhibition, productivity may take the form of a textbook, multi-media production, writing that makes one's field accessible to a wider audience, cross-curricular innovations, and interdisciplinary instructional achievements. Integration can also take the form of collaborative works and performances that embrace a myriad of subjects and disciplines.

4.2.3. RSCA OF APPLICATION. The RSCA of application brings learning and knowledge to bear upon the solution of practical problems. It flows directly from one's professional expertise. Encompassing activities that relate directly to the intellectual work of the faculty member, productivity may take the form of publications, presentations, performances, and new media works derived from consultation, technical assistance, policy analysis, and program evaluation.

5. SERVICE

5.1. Service encompasses a variety of activities through which members of the faculty employ their academic expertise for the benefit of the university, the community, and the profession. TAMU-CC places primary emphasis on service to the university and its mission. A faculty member provides service to the university through active participation and leadership in department, academic unit, and university committees and councils; student groups and organizations; special projects; or duties for which the faculty member is held accountable. Faculty may contribute to service at the university in different ways. The university requires that service count in promotion to all ranks for faculty members with service responsibilities.

5.2. TAMU-CC encourages community service in areas related to coastal and urban issues. It recognizes the emerging role of the institution in business and industrial development, workforce development, and community, educational, health care, and social development. For the purposes of evaluation, however, activities must relate to one's academic field or else be clearly approved by the university.

5.3. The university encourages participation and leadership in professional activities and associations. Service of all types may be documented by certificates of recognition, letters of appreciation, official minutes, newsletters, products of projects, and other tangible evidence of services rendered.

Related Statutes, Policies, or Requirements

System Policy *12.01, Academic Freedom, Responsibility and Tenure*
University Rule *12.01.99.C1, Tenure*
University Procedure *12.01.99.C0.01, Academic Rank Descriptors for Tenured and Tenure-Track Faculty*
University Procedure *12.01.99.C0.03, Responsibilities of Faculty Members*
University Procedure *12.01.99.C0.06, Performance Reviews of Full-Time Faculty Members*
University Procedure *12.07.99.C0.01, Fixed-Term Faculty Members*
University Procedure *33.99.04.C0.02, Promotion of Full-Time Faculty Members*

This procedure supersedes:

- *12.01.99.C0.04, Descriptions of Teaching, Scholarship and Creative Activity, and Service*
- *12.01.99.C0.04, Descriptions of Teaching, Librarianship, Scholarship and Creative Activity, and Service*

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