

**College of Agricultural & Environmental Sciences
Tarleton State University**

**Minimum Expectations for Promotion and Tenure
December, 2014**

(Research, Scholarly and Creative Activity)

1. Purpose:

The purpose of this document is to encourage and guide faculty members through their tenure and promotion processes associated with scholarly activity. Scholarly activities are intended to produce a more informed and engaging teacher. These minimum expectations are for a 9-month appointment teaching a minimum of 24 semester credit hours per academic year. Expectations for faculty with officially modified appointments (teaching, research, service or administration) should be adjusted accordingly by the Department Head and Dean.

2. Collegiality in Research, Scholarly and Creative Activity:

Each individual is expected to conduct themselves collegially and professionally so as to support student success, academic and departmental goals, and enhance the reputation of the department, college and university. This includes but is not limited to fiscally responsible budget practices, professionalism in interpersonal interactions and timely submission of deliverables.

3. For promotion from 1) Assistant to Associate Professor with Tenure, and 2) Associate to Full Professor, minimum expectations (for each step) are three Level I achievements where:

- A minimum of one Level I is required
- One or both of the remaining Level I's can be substituted as follows:
 - Two Level II = One Level I
 - Two Level III = One Level II

4. Definition of Levels with Examples:

Level I

- Book or Book Chapter Authorship (peer reviewed)
- Peer Reviewed Journal Article with meaningful contribution to the article
- Peer Reviewed National or International Research, Scholarly or Poster Presentation
- External Grant \geq \$25,000 (with meaningful contribution to the grant)

Level II

- Book Editor or Publication Editor
- National/International Invited Presentation/ Keynote Speaker
- Non-Peer Reviewed National/International Oral or Poster Research Presentation
- Non-Peer Reviewed Trade/Disciplinary/ Technical Publication
- External Grant \$10,000 - \$24,999 (with meaningful contribution to the grant)
- Principal Organizer of a National or International Professional Conference

Level III

- External Audience Curriculum Development or Handbook
- Document Prepared for Usage by External student groups (i.e. FFA, 4-H, FCCLA, etc.)
- Popular Press Article
- Computer Program with Scholarly Application
- External Grant \$5,000- \$10,000 (with meaningful contribution to the grant)
- Donation of \$5,000 of products or services to support research
- TSU Research or Poster Presentation (major professor only)
- Book Review
- Regional Research or Poster Presentation
- Five (5) unfunded instances of documented efforts as PI or Co-PI to secure extramural funds greater than or equal to \$5,000
- Invited official at a National Event
- Other Scholarly Creative Activity

**College of Agricultural & Environmental Sciences
Tarleton State University**

Minimum Expectations for Post Tenure Review

December, 2014

(Research, Scholarly and Creative Activity)

1. Purpose:

Each university of The Texas A&M University System must periodically evaluate the performance of tenured faculty in accordance with TAMU System Policy 12.06. The purpose of this document is to identify criteria for research, scholarly and creative activity for use in post tenure review. Scholarly activities are intended to produce a more informed and engaging teacher. These minimum expectations are for a 9-month appointment teaching a minimum of 24 semester credit hours per academic year. Expectations for faculty with officially modified appointments (teaching, research, service or administration) should be adjusted accordingly by the Department Head and Dean.

2. Collegiality in Research, Scholarly and Creative Activity:

Each individual is expected to conduct themselves collegially and professionally so as to support student success, academic and departmental goals, and enhance the reputation of the department, college and university. This includes but is not limited to fiscally responsible budget practices, professionalism in interpersonal interactions and timely submission of deliverables.

3. For post tenure review, minimum expectations are two Level I achievements where:

- A minimum of one Level I is required
- The remaining Level I can be substituted as follows:
 - Two Level II = One Level I
 - Two Level III = One Level II

4. Definition of Levels with Examples

Level I

- Book or Book Chapter Authorship (peer reviewed)
- Peer Reviewed Journal Article with meaningful contribution to the article
- Peer Reviewed National or International Research, Scholarly or Poster Presentation
- External Grant \geq \$25,000 (with meaningful contribution to the grant)

Level II

- Book Editor or Publication Editor
- National/International Invited Presentation/Keynote Speaker
- Non-Peer Reviewed National/International Oral or Poster Research Presentation
- Non-Peer Reviewed Trade/Disciplinary/Technical Publication
- External Grant \$10,000 - \$24,999 (with meaningful contribution to the grant)
- Principal Organizer of a National or International Professional Conference

Level III

- External Audience Curriculum Development or Handbook
- Document Prepared for Usage by External student groups (i.e. FFA, 4-H, FCCLA, etc.)
- Popular Press Article
- Computer Program with Scholarly Application
- External Grant \$5,000- \$10,000 (with meaningful contribution to the grant)
- Donation of \$5,000 of products or services to support research
- TSU Research or Poster Presentation (major professor only)
- Book Review
- Regional Research or Poster Presentation
- Five (5) unfunded instances of documented efforts as PI or Co-PI to secure extramural funds greater than or equal to \$5,000
- Invited official at a National Event
- Other Scholarly Creative Activity