

**TEXAS WOMAN'S UNIVERSITY**  
**College of Arts and Sciences**  
**Biology Department**  
**Tenure and Promotion Criteria**

***Description***

The Biology Department offers B.S. degrees in Biology, Human Biology and Medical Technology; M.S. degrees in Biology and Biology Teaching; and a PhD degree in Molecular Biology. The field of Biology embraces a wide range of sub-specialties with each area requiring specialized training. With a limited number of faculty members, we cannot adequately address all sub-specialty areas. We attempt to provide our undergraduate majors with a basic knowledge of biology, with specialized training for professional programs (medicine, dentistry, pharmacy, physical therapy, etc) and for post-baccalaureate graduate programs in specialized areas of Biology. Graduate students receive specialized training in the sub-specialty of the faculty mentor.

***Mission of the Biology Department***

The Biology Department will promote the understanding of and the investigation into processes of life, its evolution and its diversity, at all levels of education offered at Texas Woman's University. The mission of our graduate program is to educate graduates for the pursuit of careers in academia and industry, as well as for leadership roles in government service and in society. The master's degree program will prepare students for careers as research technicians, secondary school or community college teachers, or for entry into professional or doctoral programs. The doctoral program in Molecular Biology will prepare students for careers as independent research scientists in a specialized area of molecular biology.

***Definition of Faculty Roles***

The usual definition of faculty roles will be applied in the Biology Department and includes three broad areas: teaching, scholarship and service.

*Teaching* includes formal classroom activities, student guidance and advising, directing student research, and mentoring students at the undergraduate and graduate levels, as appropriate.

*Scholarship* includes producing and distributing knowledge through peer-reviewed publications (journal articles, book chapters, books, and/or media materials, as appropriate); grant-writing; and presenting papers at professional meetings and other universities. Graduate faculty should serve as role models by promoting national and/or international recognition of the program through scholarship.

*Service* includes participating in shared governance at the department, college, and university levels as deemed appropriate within the context of the Biology Department needs and available faculty resources, extending scholarly expertise to appropriate audiences, agencies, or organizations, and contributing leadership to regional and/or national professional organizations.

### ***Components for the Evaluation of Teaching***

Teaching encompasses both the way(s) in which knowledge is transmitted and the process through which students develop critical thinking. While the end result of an effective learning process is that students progress through a course to demonstrate competency in course objectives, it is the instructor's responsibility to guide and direct students through the process. Toward that end, teaching methodologies will include consideration of how the instructor and students construct learning. Because teaching methodologies can vary, and because class size influences pedagogical options, a wide variety of methodologies should be accepted within an evaluation context.

Course management is a necessary component of teaching. This component includes attending in a timely manner to paperwork and course-related procedures deemed relevant by the academic administrator and university administration. This includes regular and punctual class attendance as well as accurate record-keeping relevant to grades and student absences. Participation in these procedures is often necessary to produce materials for SACS accreditation or institutional effectiveness assessment.

Other teaching-related components include student guidance and advising. Student guidance includes, but is not limited to, advising undergraduates, directing theses or dissertations, chairing or serving on graduate committees, and mentoring graduate students in professional development related to teaching, conference presentations, publications, development of curriculum vitae, and job searches. Advising includes working with students to identify appropriate coursework and/or to develop degree plans, mentoring students in skills, abilities, and intellectual leadership, promoting professional development (particularly for graduate students), writing letters of recommendation; and enabling students to find appropriate graduate school or post-doctoral programs for continued study. Specific means of meeting these requirements are listed in the Departmental Criteria.

### ***Components for the Evaluation of Scholarship***

The definition of scholarship in the biological sciences begins, in most cases, with the establishment of a laboratory to conduct research in the sub-specialty area. The research program should provide ample projects for both undergraduate and graduate student research and lead to presentations and publications by both students and faculty members. Faculty members are expected to produce and distribute research results in their sub-specialty area as a means to help achieve national recognition for the Department. New

faculty members are to be mentored in developing a research agenda consistent with the department, college, and university missions. Scholarly activity constitutes a process that results, in a timely manner, in an end product, usually presentations and publications. To facilitate equitable peer and administrative review of faculty, peer-reviewed products are expected.

Scholarly activities can include presenting papers at local, national or international conferences and publication in peer-reviewed journals in the specialty area. Scholarly products can include works as diverse as published articles, books, book chapters, or reviews, or grant proposals for either internal or external funding. Specific means of meeting these requirements are listed in the Departmental Criteria.

### ***Components for the Evaluation of Service***

The focus of service in the Biology Department is to: 1) serve the department, college, and university missions; 2) participate in committee work at all levels; and 3) extend faculty expertise to the larger community, including the profession. Faculty members are expected to share expertise and to exercise leadership in all areas as time and individual and departmental goals permit. Specific means of meeting these requirements are listed in the Departmental Criteria.

### ***Summary***

The Biology criteria described below address the general University standards by providing specific mechanisms for a Biology faculty member to meet the requirements for promotion and tenure. We believe that departments with a doctoral program should have strong research expectations of students and faculty members, as well as high standards for teaching and service; our Biology standards are therefore listed as “must” statements, indicating that each standard is required. However, recognizing that all faculty members have time-consuming commitments to their research students and to teaching, the faculty agrees that failure by a promotion candidate to achieve one of the review criteria will not necessarily preclude that candidate from receiving a recommendation to advance to the next rank.

**TEXAS WOMAN'S UNIVERSITY**  
**University General Standards**  
**Tenure Track Faculty**

**TWU Requirements (General) (See Board of Regents Policy 5.06 for complete requirements)**

<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ul style="list-style-type: none"> <li>• Completion of appropriate terminal academic degree or its equivalent as defined by the academic unit.</li> <li>• Demonstration of current capability and desire for excellence in teaching, scholarship and service</li> <li>• Demonstrated potential for significant accomplishments in these three areas.</li> </ul>	<ul style="list-style-type: none"> <li>• Normally, candidate will have served full time a minimum of 6 years at the rank of Assistant Professor at the college or university level and at least 2 years at TWU in that rank.</li> <li>• Demonstrated significant contributions in teaching, advising or other instructional activities; scholarship, research and/or other creative activities; and university, professional and public service.</li> </ul>	<ul style="list-style-type: none"> <li>• Normally, candidate will have completed at least 6 years as Associate Professor at the college or university level and served full time at least 4 years at TWU as Associate Professor.</li> <li>• Demonstration of continuous and sustained meritorious achievements beyond the level of Associate in the areas of teaching, advising or other instructional activities; scholarly research and/or other creative activities; and professional, university and public service.</li> <li>• Sustained records of exceptional quality will be demonstrated. Promotion to the rank of Professor is in recognition of attainment rather than <i>length of service</i>.</li> </ul>

**TEXAS WOMAN'S UNIVERSITY**  
**Promotion and Tenure Track General Requirements**  
**Biology Department Criteria**

**BIOLOGY DEPARTMENT**

<b>Department of Biology Criteria – Tenure Track Faculty General Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate <u>potential for</u> attainment of national recognition, as evidenced by application materials;</li> <li>• Have completed a doctoral degree in a biological field;</li> <li>• Demonstrate the capability for excellence in teaching, research and service, as evidenced by application materials and references;</li> <li>• Demonstrate the potential for significant accomplishments in all three areas, as evidenced by references prior to appointment.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate <u>progress toward</u> attainment of national recognition in research and demonstrate excellence in teaching and service, as detailed in the individual requirements;</li> <li>• Demonstrate significant contributions in teaching, advising, research, and university professional and public service.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• <u>Attain national recognition</u> in research and demonstrate exceptional quality in teaching, research, and service, as detailed in the individual requirements;</li> <li>• Demonstrate continuous and sustained meritorious achievements beyond the level of Associate in the areas of teaching, advising or other instructional activities, research, professional, university and public service.</li> </ul>

**TEXAS WOMAN'S UNIVERSITY**  
**University Teaching Standards**  
**Tenure Track Faculty**

**TWU Requirements for Teaching (See Board of Regents Policy 5.06 for complete requirements)**

<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ul style="list-style-type: none"> <li>• Candidate should demonstrate a current capability and desire for excellence in teaching, as well as potential for significant accomplishments in this area.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in all aspects of teaching;</li> <li>• Participate effectively in course development and evaluation;</li> <li>• Obtain membership on the Graduate Faculty, in components with graduate programs.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in all aspects of teaching;</li> <li>• Demonstrate leadership in the development of academic programs;</li> <li>• Maintain full membership on the Graduate Faculty, in components with graduate programs;</li> <li>• Serve as a resource to other faculty.</li> </ul>

**TEXAS WOMAN'S UNIVERSITY**  
**Promotion and Tenure Track Teaching Requirements**  
**Biology Department Criteria**

**BIOLOGY DEPARTMENT**

<b>Department of Biology Criteria– Tenure Track Faculty Teaching Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate <u>capability</u> for excellence in teaching, as evidenced by teaching statement submitted with application and as expressed during initial interview;</li> <li>• Demonstrate commitment and capability in course development, course enhancement/ modification, and/or on-going program evaluation, as evidenced by teaching statement submitted with application;</li> <li>• Demonstrate the capability to establish cooperative relationships, often interdisciplinary, with colleagues to strengthen future teaching, as evidenced by answers to questions in initial interview;</li> <li>• Demonstrate the capability for obtaining, at a minimum, Assistant Graduate Faculty status, as evidenced by CV presented with application;</li> <li>• Demonstrate commitment to fostering scholarly development of students, as evidenced by teaching statement submitted with application.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in all aspects of teaching, as evidenced by, but not limited to, the following               <ol style="list-style-type: none"> <li>1) Attain mostly high ratings in student evaluations of formal courses;</li> <li>2) Prepare clear and informative class syllabi that adhere to University criteria;</li> <li>3) Keep current in knowledge level in the discipline by continuing study and/or attending professional conferences, workshops or symposia;</li> <li>4) Serve as graduate advisor, honors thesis advisor, or train undergraduate students in research techniques;</li> <li>5) Participate in programs that foster student excellence (e.g. MBRS, BRIDGES, STEP, SUCCESS programs);</li> <li>6) Show competence in directing graduate students.</li> </ol> </li> <li>• Participate in course development, course enhancement/modification,</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in all aspects of teaching as evidenced by, but not limited to, the following criteria:               <ol style="list-style-type: none"> <li>1) Attain consistently high ratings in student evaluations of formal courses;</li> <li>2) Prepare clear and informative class syllabi that adhere to University criteria;</li> <li>3) Keep current in knowledge level in the discipline by continuing study and/or attending professional conferences, workshops or symposia;</li> <li>4) Documented training of students in research and/or professional development by engaging in at least two (2) of the following:                   <ol style="list-style-type: none"> <li>a) Documented continuous service as graduate advisor, honors thesis advisor, or in training undergraduate students in research techniques;</li> <li>b) Active participation in programs that foster student excellence (e.g. MBRS or BRIDGES programs or undergraduate research);</li> <li>c) Competence in directing graduate students to allow completion of degrees within the time limits for the respective degree options;</li> </ol> </li> </ol> </li> </ul>

	<p>and/or on-going program evaluation, as evidenced by:</p> <ol style="list-style-type: none"> <li>1) Participation in departmental Institutional Effectiveness review, in Strategic Plan development, and/or new course development;</li> <li>2) Participation in annual departmental program review;</li> </ol> <ul style="list-style-type: none"> <li>• Demonstrate cooperative relationships, often interdisciplinary, to strengthen teaching, as evidenced by: <ol style="list-style-type: none"> <li>1) Participation in pedagogical workshops and/or</li> <li>2) Participation in mentoring new faculty;</li> </ol> </li> <li>• Obtain and maintain, at a minimum, Associate Graduate Faculty status;</li> <li>• Demonstrate involvement in fostering scholarly development of students, as evidenced by: <ol style="list-style-type: none"> <li>1) Timely progress by students in completion of professional papers, theses and/or dissertations;</li> <li>2) Participation in training undergraduate and Honors Scholars in research techniques;</li> <li>3) Documented assistance to students in preparation of scholarly findings for publication/presentation.</li> </ol> </li> </ul>	<ol style="list-style-type: none"> <li>d) Guiding students doing original research through publication of research results.</li> </ol> <ul style="list-style-type: none"> <li>• Demonstrate leadership in fostering educational excellence as evidenced by the following criteria: <ol style="list-style-type: none"> <li>1) Active participation in Federation programs, departmental graduate committees, departmental curriculum development, seminar organization, college speaker committees, and/or TWU Herbarium;</li> <li>2) Active participation in programs that are directed toward enhancing student educational outcomes – examples include, but are not limited to, MBRS, BRIDGES, Honors Scholars, STEP, and SUCCESS programs);</li> <li>3) Documented evidence of promoting student development by engaging in one or more of the following examples: <ol style="list-style-type: none"> <li>a) Active participation in TWU student research symposium, either as a committee member or by encouraging student participation;</li> <li>b) Guidance of students in publication/presentation of research findings or other scholarly activities; or</li> <li>c) Provision of academic and/or career advising;</li> </ol> </li> </ol> </li> <li>• Demonstrate leadership in the development of academic programs across the component, college, and/or university as evidenced by the following criteria: <ol style="list-style-type: none"> <li>1) Active leadership in departmental Institutional Effectiveness, Strategic Plan,</li> </ol> </li> </ul>
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		<p>annual program review, and/or new course development;</p> <ul style="list-style-type: none"> <li>• Demonstrate leadership in course development, course enhancement/modification, and/or on-going program evaluation as evidenced by, but not limited to, the following criteria:             <ol style="list-style-type: none"> <li>1) Active leadership in departmental course evaluations, course development and/or degree plan evaluations;</li> <li>2) Active leadership in new courses or in modifications of existing courses; and/or</li> <li>3) Implementation of effective course evaluation procedures;</li> </ol> </li> <li>• Demonstrate leadership in establishing cooperative relationships to strengthen teaching as evidenced by:             <ol style="list-style-type: none"> <li>1) Active participation in mentoring new faculty; and/or</li> <li>2) Active sharing of pedagogical methods among all faculty;</li> </ol> </li> <li>• Maintain Full membership on the Graduate Faculty;</li> <li>• Serve as a resource and/or mentor to other faculty, as evidenced by:             <ol style="list-style-type: none"> <li>1) Active participation in departmental, college or university mentoring programs;</li> <li>2) Active participation in assisting new faculty in course development;</li> <li>3) Active sharing of teaching techniques and resources;</li> </ol> </li> <li>• Demonstrate success in fostering scholarly development of students, as evidenced by, but not limited to, activities such as:</li> </ul>
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		<ol style="list-style-type: none"><li>1) Fostering timely completion by students of professional papers, theses and/or dissertations;</li><li>2) Actively participating in training of Honors Scholars;</li><li>3) Encouraging undergraduate majors to attend professional activities such as seminars, workshops or symposia;</li><li>4) Documenting success in student applications to graduate and/or other professional education programs;</li><li>5) Documenting success in student preparation of scholarly findings for publication/presentation.</li></ol>
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**TEXAS WOMAN'S UNIVERSITY**  
**University Scholarship Standards**  
**Tenure Track Faculty**

**TWU Requirements for Scholarship & Other Creative Activities (See Board of Regents Policy 5.06 for complete requirements)**

<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<p>Candidate should demonstrate a current capability and desire for excellence in scholarship as well as potential for significant accomplishments in this area.</p>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in research and creative activities;</li> <li>• Share the results of the scholarly work in peer reviewed forums;</li> <li>• Seek internal or external funding, as appropriate to the field.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Document a program of research and/or creative activities;</li> <li>• Serve as a research/creative mentor to colleagues/graduate students;</li> <li>• Seek and/or secure internal or external funding, as appropriate to the field;</li> <li>• Disseminate the results of scholarly work in peer reviewed forums.</li> </ul>

**TEXAS WOMAN'S UNIVERSITY**  
**Promotion and Tenure Track Scholarship Requirements**  
**Biology Department Criteria**

**BIOLOGY DEPARTMENT**

<b>Department of Biology Criteria – Tenure Track Faculty Scholarship Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate a current capability and desire for excellence in research as well as <u>potential for</u> significant accomplishments in this area, based on previous documentation from application materials;</li> <li>• Demonstrate the capability of establishing a program of scholarly, focused research that has the potential to lead to national recognition;</li> <li>• Demonstrate the desire to establish cooperative relationships with colleagues to strengthen future research efforts.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate <u>progress toward</u> attainment of national recognition as a scholar as evidenced by:               <ol style="list-style-type: none"> <li>1) Presentation of papers/posters at national meetings;</li> <li>2) Publication of articles in peer reviewed journals;</li> </ol> </li> <li>• Demonstrate excellence in research through the establishment of a defined area of research activity that shows the potential for consistent publication and funding success;</li> <li>• Demonstrate development of cooperative relationships, often interdisciplinary, to strengthen research, for example, inviting speakers to campus, or developing research collaborations within the university;</li> <li>• Seek and/or secure internal funding (REP, Chancellors, etc) or local, regional, and state external funding to support research activities.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate the <u>attainment of</u> national recognition as a scholar as evidenced by one or more of the following:               <ol style="list-style-type: none"> <li>1) Publication of articles in peer reviewed journals on a consistent basis;</li> <li>2) Presentation of lectures or papers/posters at national or international meetings on a consistent basis;</li> <li>3) Publication of books that have acceptance outside the TWU community;</li> </ol> </li> <li>• Document a program of research, defined as a focused area of research developed over a period of time – indicated by coherency of research topic and titles of published manuscripts/presentations;</li> <li>• Disseminate the results of research in papers published in national and/or international peer reviewed journals;</li> <li>• Demonstrate leadership in establishing cooperative relationships, often interdisciplinary, to strengthen research, as indicated by one or more of the following:               <ol style="list-style-type: none"> <li>1) Invite or host seminar/symposia speakers</li> <li>2) Be invited to present seminar or symposia talks</li> <li>3) Initiate networking activities, collaborations and/or multi-project grant applications;</li> </ol> </li> </ul>

		<ul style="list-style-type: none"><li>• Secure internal funding (e.g., REP, Chancellors, etc.) or local, regional, state, national (e.g., NIH, NSF, etc) external funding;</li><li>• Serve as a research mentor to faculty colleagues, graduate, and undergraduate students.</li></ul>
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**TEXAS WOMAN'S UNIVERSITY**  
**University Service Standards**  
**Tenure Track Faculty**

**TWU Requirements for Service (See Board of Regents Policy 5.06 for complete requirements.)**

Assistant Professor	Associate Professor	Professor
<p>Candidate should demonstrate a current capability and desire for excellence in service as well as potential for significant accomplishments in this area.</p>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Contribute in a positive way to the mission of the component, college and university;</li> <li>• Demonstrate leadership within the component and college;</li> <li>• Participate in recruitment, advising, and mentoring of students;</li> <li>• Demonstrate active involvement in professional and/or community organizations.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Contribute in a positive way to the mission of the component, college and university;</li> <li>• Demonstrate leadership within the university;</li> <li>• Demonstrate leadership within professional and/or community organizations;</li> <li>• Serve as a mentor to students/student organizations.</li> </ul>

**TEXAS WOMAN'S UNIVERSITY**  
**Promotion and Tenure Track Service Requirements**  
**Biology Department Criteria**

**BIOLOGY DEPARTMENT**

<b>Department of Biology Criteria – Tenure Track Faculty Service Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate <u>capability for excellence</u> in service as well as potential for significant accomplishments in this area, based on documentation from previous positions;</li> <li>• Demonstrate the desire to establish cooperative relationships , often interdisciplinary, with colleagues to strengthen future service opportunities;</li> <li>• Demonstrate desire to participate in recruitment, advising, and mentoring of students, based on indications from application material and references;</li> <li>• Demonstrate willingness to serve on departmental and College committees, as requested.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Maintain professional organization memberships and start becoming involved with committee work and/or seek leadership positions;</li> <li>• Demonstrate leadership within the department and College by serving on departmental standing committees and search committees and/or on College committees and/or task forces;</li> <li>• Contribute in a positive way to the service mission of the department, College and University ( e.g., judging in science fairs and participation in science outreach programs such as MBRS, BRIDGES, etc);</li> <li>• Demonstrate cooperative relationships, often interdisciplinary, to strengthen professional service by developing networking relationships within the department and/or College;</li> <li>• Participate in recruitment, advising, and mentoring of students (e.g., by serving as a research mentor and</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Maintain professional organization memberships and seek leadership positions;</li> <li>• Demonstrate leadership within the department, College and University by active participation on departmental, College, University-wide committees and/or task forces;</li> <li>• Contribute in a positive way to the service mission of the department, College and University (e.g., judging science fairs, participation in TWU speakers bureau, science outreach programs such as MBRS, BRIDGES);</li> <li>• Demonstrate leadership in establishing cooperative relationships , often interdisciplinary, to strengthen professional service as demonstrated by developing networking relationships among colleagues, locally or nationally;</li> <li>• Provide leadership in recruitment, advising, and mentoring of students through active participation (e.g., as an invited speaker, as a judge at science fairs, as a mentor for undergraduates planning for graduate or professional school);</li> <li>• Provide leadership in mentoring students and/or student organizations as demonstrated by serving as an advisor for student organizations or as a research mentor in the laboratory.</li> </ul>

	<p>advisor for undergraduate and graduate students, by serving as an advisor or mentor to student organizations);</p> <ul style="list-style-type: none"><li>• Demonstrate active involvement in professional and/or community organizations.</li></ul>	
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## **Tenure in the Department of Biology Texas Woman's University**

Although the tenure decision routinely coincides with the decision for promotion within the tenured ranks, there are occasions in which the tenure decision occurs in isolation from promotion to a higher rank. In these instances the guidelines below are in effect:

### **Criteria for Tenure for Associate Professor:**

The candidate must meet all of the criteria required for promotion to Associate Professor as set forth by the Department of Biology in the document, "Promotion and Tenure Track Requirements." (See previous pages)

In addition, the following two criteria will be given special consideration:

The candidate must:

1. Demonstrate professional cooperation in the academic unit;
2. Provide evidence of continued productivity in teaching, scholarship, and service consistent with program needs, as well as the goals and mission of the Department of Biology and Texas Woman's University.

### **Criteria for Tenure for Professor:**

The candidate must meet all of the criteria required for promotion to Professor as set forth by the Department of Biology in the document, "Promotion and Tenure Track Requirements." (See previous pages)

In addition, the following two criteria will be given special consideration:

The candidate must:

1. Demonstrate professional cooperation in the academic unit;
2. Provide evidence of continued productivity in teaching, scholarship, and service consistent with program needs, as well as the goals and mission of the Department of Biology and Texas Woman's University.

**5/5/08 - Criteria approved by FEDC, University Promotion and Tenure Committee and Provost.**