

TEXAS WOMAN'S UNIVERSITY
Tenure Track - Promotion Requirements
Department of Dental Hygiene Criteria

| University Standards – Tenure Track Faculty Teaching Requirements | | |
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| Assistant Professor | Associate Professor | Professor |
| <ul style="list-style-type: none"> • Candidate must have demonstrated capability and desire for excellence in teaching. | <p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching; • Participate effectively in course development and evaluation; • Obtain membership on the Graduate Faculty in components with graduate programs. | <p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching; • Demonstrate leadership in the development of academic programs; • Maintain full membership on the Graduate Faculty, in components with graduate programs; • Serve as a resource to other faculty. |

| Department of Dental Hygiene Criteria – Tenure Track Faculty Teaching Requirements | | |
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| Assistant Professor | Associate Professor | Professor |
| <p>The Candidate must have demonstrated capability and desire for excellence in teaching – potential for excellent teaching; familiarity with issues that face the discipline/profession; and the desire to develop teaching excellence in multiple formats.</p> | <p>The Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching –as evidenced by on-going continuing education that directly supports teaching areas; and effective functioning as a mentor on student projects/papers; and positive evaluations on teaching effectiveness from students and administrator(s); • Participate effectively in course development and evaluation – as evidenced by development and /or significant revision of courses as documented by syllabi; and active participation in curriculum development and evaluation; and provide mentoring for student research as needed. | <p>The Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching – as evidenced by on-going continuing education that directly supports teaching areas; and effective functioning as a mentor on student projects/papers; and positive evaluations on teaching effectiveness from students and administrator(s); • Demonstrate leadership in the development of academic programs – as evidenced by evidence of leadership in curriculum improvement activities; and evidence of leadership and guidance to junior faculty in course development; and other curricular initiatives (e.g., institutional effectiveness activities, accreditation self-study process/academic reports; • Serve as a resource to other faculty—as evidenced by documented formal teaching mentoring of faculty |

TEXAS WOMAN'S UNIVERSITY
Tenure Track - Promotion Requirements
Department of Dental Hygiene Therapy Criteria

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

| Department of Dental Hygiene Criteria – Tenure Track Faculty Scholarship Requirements | | |
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| Assistant Professor | Associate Professor | Professor |
| <p>The Candidate should demonstrate a capability and desire for excellence in scholarship as well as potential for significant accomplishments in this area – potential to advance practice within relevant disciplines as a result of his/her own scholarly activities; potential to present scholarly work at peer-refereed professional meetings or publish work in peer-refereed professional publications; and participate in activities that support the development of an individual area of scholarly inquiry.</p> | <p>The Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate excellence in research and creative activities – as evidenced by an on-going, successful progression toward a definitive line of research or scholarly productivity; • Share the results of scholarly work in peer reviewed forums – as evidenced by presentation of at least two peer-reviewed or invited scholarly presentations at state and/or national professional conferences; completion of at least two peer-reviewed scholarly publications in peer-refereed professional journals; • Seek internal or external funding as appropriate to the field – as evidenced by submission of internal or external proposals to | <p>The Candidate must:</p> <ul style="list-style-type: none"> • Document a program of research and/or creative activities – as evidenced by steady progression in a sustained line of research or scholarly productivity; completion of at least three additional peer-reviewed or invited scholarly presentations at state and/or national professional conferences; completion of at least three additional peer-reviewed scholarly publications in peer-refereed professional journals; • Serve as a research/creative mentor to colleagues/ students – as evidenced by mentoring to colleague(s) in their scholarship efforts related to presentations, publications, and seeking of internal/external funding; • Seek and/or secure internal or external funding, as appropriate to field – as evidenced by submission of internal or external proposals to fund personal line of research or other funding priorities; |

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| | fund personal line of research and/or other funding priorities. | <ul style="list-style-type: none">• Disseminate the results of scholarly work in peer reviewed forums – as evidenced by manuscripts accepted for publication in peer refereed professional journals. |
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TEXAS WOMAN'S UNIVERSITY
Tenure Track - Promotion Requirements
Department of Dental Hygiene Criteria

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

| Department of Dental Hygiene Criteria – Tenure Track Faculty Service Requirements | | |
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| Assistant Professor | Associate Professor | Professor |
| <p>The Candidate should demonstrate a current capability and desire for excellence in service as well as potential for significant accomplishments in this area— potential to contribute in a positive way to the mission of the program, college, and university; active participation in professional meetings and conferences and professional organizations directly related to dental hygiene and area of expertise as appropriate; participation in the community based on professional expertise.</p> | <p>The Candidate must:</p> <ul style="list-style-type: none"> • Contribute in a positive way to the mission of the component, college, and university— as evidenced by demonstrated ability to work in collaborative, mutually-rewarding manner with faculty colleagues; produce materials/reports in a timely response to requests by program or college committees, Program Director and/or Dean of the College; • Demonstrate leadership within the Component and College—as evidenced by serving as chair on major program committees, member on several program committees, and member on college committees; • Active participation in recruitment, | <p>The Candidate must:</p> <ul style="list-style-type: none"> • Contribute in a positive way to the mission of the component, college, and university – as evidenced by demonstrated ability to work in collaborative, mutually-rewarding manner with faculty colleagues; produce materials/reports in a timely response to requests by program or college committees, Program Director and/or Dean of the College; and fulfilling recruitment/advising expectations; • Demonstrate leadership within the University – as evidenced by effectiveness as a faculty member or on-going active participation on several university committees; along with active participation on a college committee. • Demonstrate leadership within professional and/or community organizations—as evidenced by maintenance of professional association membership (TDHA, ADHA |

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| | <p>advising, and mentoring of students – as evidenced by fulfilling recruitment/advising and mentoring expectations;</p> <ul style="list-style-type: none"> • Demonstrate active involvement in professional and/or community organizations – as evidenced by maintenance of professional association membership (TDHA, ADHA and/or other related professional organizations as appropriate); appointment/election to national or state professional association committees in TDHA, ADHA or other organizations; appointment to licensure board, or other such activities. | <p>and/or other related professional organizations as appropriate); leadership performance through election to national or state professional association office, or leadership role in TDHA, ADHA activities, appointment to licensure board, or other such activities demonstrating a leadership role;</p> <ul style="list-style-type: none"> • Serve as a mentor to students/ student organizations – as evidenced by successful direction to students that results in their publishing in professional literature or presenting at state or national professional conferences. |
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TEXAS WOMAN'S UNIVERSITY
Clinical Track – Promotion Requirements
Department of Dental Hygiene Criteria

| University Standards – Clinical Track Faculty Teaching Requirements | | |
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| Assistant Clinical Professor | Associate Clinical Professor | Clinical Professor |
| <p>Candidate must:</p> <ul style="list-style-type: none"> • maintain current clinical expertise in teaching area(s); • demonstrate excellence in all aspects of teaching; • participate effectively in course development and evaluation. | <p>Candidate must:</p> <ul style="list-style-type: none"> • maintain current clinical expertise in teaching area(s); • demonstrate excellence in all aspects of teaching; • participate effectively in course development and evaluation; • obtain assistant/associate/full membership on the Graduate Faculty, as appropriate. | <p>Candidate must:</p> <ul style="list-style-type: none"> • maintain current clinical expertise in teaching area(s); • demonstrate excellence in all aspects of teaching; • demonstrate leadership in the development of academic programs; • obtain/maintain associate/full membership on the Graduate Faculty, as appropriate; • serve as a resource to other faculty. |

| Department of Dental Hygiene Criteria - Clinical Track Faculty Teaching Requirements | | |
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| Assistant Clinical Professor | Associate Clinical Professor | Clinical Professor |
| <p>The Candidate must:</p> <ul style="list-style-type: none"> • Maintain current clinical expertise in teaching area(s) –as evidenced by currency of practice expertise relevant to proposed teaching assignments; • Demonstrate excellence in all aspects of teaching – as evidenced by demonstrated potential for excellence in teaching, including multiple formats; • Participate effectively in course development and evaluation –potential for development of teaching/training activities related to effective course development/evaluation. | <p>The Candidate must:</p> <ul style="list-style-type: none"> • Maintain current clinical expertise in teaching area(s) – as evidenced by currency of practice expertise relevant to proposed teaching assignments; • Demonstrate excellence in all aspects of teaching –as evidenced by on-going continuing education that directly supports teaching areas; expertise in course instruction in multiple formats; effective functioning as a mentor for students’ scholarly activities; and positive evaluations on teaching effectiveness from students and administrator(s); • Participate effectively in course development and evaluation – as evidenced by active role as appropriate in such activities as course reviews; institutional effectiveness, self-study process and other academic reports. | <p>The Candidate must:</p> <ul style="list-style-type: none"> • Maintain current clinical expertise in teaching area(s) -- as evidenced by currency of practice expertise relevant to proposed teaching assignments; • Demonstrate excellence in all aspects of teaching – as evidenced by on-going continuing education that directly supports teaching areas; and expertise in course instruction in multiple formats; effective functioning as a mentor for students’ scholarly activities; and positive evaluations on teaching effectiveness from students and administrator(s); • Demonstrate leadership in the development of academic programs – as evidenced by progressive level of leadership role as appropriate in such activities as course reviews; institutional effectiveness, self-study process and other academic reports. |

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| | <ul style="list-style-type: none"> • Obtain assistant/associate/full membership on the Graduate Faculty, as appropriate • Exceed Assistant Clinical Professor expectations/performance. | <ul style="list-style-type: none"> • Obtain/maintain associate/full membership on the Graduate Faculty, as appropriate. • Serve as a resource to other faculty—as evidenced by documented mentoring of clinical track faculty. • Consistently exceed Associate Clinical Professor expectations/performance. |
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TEXAS WOMAN'S UNIVERSITY
Clinical Track - Promotion Requirements
Department of Dental Hygiene Criteria

| University Standards – Clinical Track Faculty Scholarship and Other Creative Activity | | |
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| Assistant Clinical Professor | Associate Clinical Professor | Clinical Professor |
| <p>Candidate must:</p> <ul style="list-style-type: none"> • share clinical expertise with colleagues in clinical settings; • demonstrate potential to advance practice within the discipline as a result of his/her own clinical practice/research | <p>Candidate must:</p> <ul style="list-style-type: none"> • serve as a mentor to colleagues in scholarship/clinical area of expertise; • obtain and/or maintain national certification in clinical specialty area, when applicable; • receive peer recognition as an expert in a specific area of clinical practice. | <p>Candidate must:</p> <ul style="list-style-type: none"> • serve as a scholar-mentor to colleagues in clinical area of expertise; • maintain national certification in clinical specialty area, when applicable; • receive peer recognition as an expert in a specific area of clinical practice; • demonstrate potential to advance practice within the discipline as a result of his/her own clinical practice/research; • disseminate the results of scholarly work in peer reviewed forums. |

| Department of Dental Hygiene Criteria – Clinical Track Faculty Scholarship Requirements | | |
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| Assistant Clinical Professor | Associate Clinical Professor | Clinical Professor |
| <p>The Candidate must:</p> <ul style="list-style-type: none"> • Share clinical expertise with colleagues in clinical settings - potential for presentations on clinical expertise in professional settings or at professional events; • Demonstrate potential to advance practice within the discipline as a result of his/her own clinical practice/research – as evidenced by grounded knowledge of research needs within area of clinical | <p>The Candidate must:</p> <ul style="list-style-type: none"> • Serve as a mentor to colleagues in scholarship/clinical area of expertise – as evidenced by presentations on clinical expertise at community-based or practice settings; • Obtain and/or maintain national certification in clinical specialty area, when applicable – as evidenced by current state licensure as a dental hygienist; • Receive peer recognition as an expert in a | <p>The Candidate must:</p> <ul style="list-style-type: none"> • Serve as a scholar-mentor to colleagues in clinical area of expertise – as evidenced by collaboration with academic and/or practice colleagues on assessing/improving clinical practice through scholarly investigation of treatment interventions and outcomes; • Maintain national certification in clinical specialty area, when applicable - as evidenced by current state licensure as a dental hygienist; • Receive peer recognition as an expert in a specific area |

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| <p>practice; and potential for presentation or publication on clinical expertise within professional publications or at professional events.</p> | <p>specific area of clinical practice – as evidenced by progressive development of a concentrated area of scholarly inquiry that has been presented/published within a variety of professional venues.</p> | <p>of clinical practice - as evidenced by progressive development of a concentrated area of scholarly inquiry that has been presented/published within a variety of professional venues;</p> <ul style="list-style-type: none"> • Demonstrate potential to advance practice within the discipline as a result of his/her own clinical practice/research – as evidenced by presentation of scholarly work at peer – refereed state and national professional conferences; • Disseminate the results of scholarly work in peer reviewed forums – as evidenced by acceptance of manuscripts for publication in peer refereed professional publications. |
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TEXAS WOMAN'S UNIVERSITY
Clinical Track - Promotion Requirements
Department of Dental Hygiene Criteria

| University Standards – Clinical Track Faculty Service Requirements | | |
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| Assistant Clinical Professor | Associate Clinical Professor | Clinical Professor |
| <p>Candidate must:</p> <ul style="list-style-type: none"> • contribute in a positive way to the mission of the component, college, and university; • participate in recruitment, advising, and mentoring of students; • demonstrate active involvement in professional and/or community organizations. | <p>Candidate must:</p> <ul style="list-style-type: none"> • contribute in a positive way to the mission of the component, college, and university; • demonstrate leadership within the component and college; • participate in recruitment, advising, and mentoring of students; • demonstrate active involvement in professional and/or community organizations. | <p>Candidate must:</p> <ul style="list-style-type: none"> • contribute in a positive way to the mission of the component, college, and university; • demonstrate leadership within the University; • demonstrate leadership within professional and/or community organizations; • serve as a mentor to students/student organizations. |

| Department of Dental Hygiene Criteria – Clinical Track Faculty Service Requirements | | |
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| Assistant Clinical Professor | Associate Clinical Professor | Clinical Professor |
| <p>The Candidate must:</p> <ul style="list-style-type: none"> • Contribute in a positive way to the mission of the component, college, and university – potential to function effectively in a collaborative, mutually rewarding manner with colleagues; • Participate in recruitment, advising, and mentoring of students – potential to successfully supervise students in clinical settings and/or participate in student training/instructional supervision; • Demonstrate active involvement in | <p>The Candidate must:</p> <ul style="list-style-type: none"> • Contribute in a positive way to the mission of the component, college, and university—as evidenced by demonstrated ability to work in collaborative, mutually-rewarding manner with faculty colleagues; produce materials/reports in a timely response to requests by department or college committees, Program Director and/ or dean of the College; • Demonstrate leadership within the Component and College—as evidenced by active leadership roles on School Committees and participation on a college or university committee; | <p>The Candidate must:</p> <ul style="list-style-type: none"> • Contribute in a positive way to the mission of the component, college, and university – as evidenced by demonstrated ability to work in collaborative, mutually-rewarding manner with faculty colleagues; produce materials/reports in a timely response to requests by department or college committees, Program Director and/ or dean of the College; and fulfilling recruitment/advising expectations; • Demonstrate leadership within the University – as evidenced by effectiveness as faculty member or on-going active participation on university committees; along with active participation on a college committee as requested; |

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| <p>professional and/or community organizations – potential as evidenced by on-going membership in professional organizations that have direct relevance to clinical expertise; or participation in organizational planning for professional events or community based interventions based on clinical expertise.</p> | <ul style="list-style-type: none"> • Active participation in recruitment, advising, and mentoring of students – as evidenced by fulfilling recruitment/advising and mentoring expectations and serving as faculty advisor to the student group; • Demonstrate active involvement in professional and/or community organizations – as evidenced by maintenance of professional association membership (TDHA, ADHA and/or other related professional organizations as appropriate); appointment/election to national or state professional association committees in TDHA, ADHA or other organizations; appointment to licensure board, or other such activities. | <ul style="list-style-type: none"> • Demonstrate leadership within professional and/or community organizations—as evidenced by maintenance of professional association membership (TDHA, ADHA and/or other related professional organizations as appropriate); leadership performance through election to national or state professional association office, or leadership role in TDHA, ADHA activities, appointment to licensure board, or other such activities demonstrating a leadership role; • Serve as a mentor to students/ student organizations – as evidenced by successful direction to students that results in their publishing in professional literature or presenting at state or national professional conferences. |
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