

**TEXAS WOMANS UNIVERSITY
SCHOOL OF PHYSICAL THERAPY
TENURE AND PROMOTION POLICIES AND CRITERIA**

The School of Physical Therapy has graduate programs within the academic structure of the College of Health Sciences at Texas Woman's University. Faculty members in this School must meet the demands of a professional program which has requirements based on provision of professional licensure, quality care to patients, maintenance of individual clinical Criteria for currency in skill levels as set by the profession, and meeting the requirements of professional accreditation agencies for continuation of the program. To meet these demands, members of the faculty should demonstrate excellence in teaching, scholarly activities, and significant service to the university and the professional community.

Faculty members in physical therapy generally teach in the clinical domain, the basic science domain or both. Options for meeting promotion and/or tenure requirements will be available at all levels for tenure track and clinical track faculty.

GENERAL CRITERIA THAT APPLY TO ALL FACULTY

1. Appointment to this faculty will include the requirement of a degree in physical therapy, at least two years of clinical experience, and current licensure as a physical therapist in Texas. Under certain circumstances, these requirements may be waived for individuals teaching basic science content and for other medical or professional specialists.
2. For tenure track appointments, an earned academic doctorate in physical therapy or a related field is necessary. These related fields include but are not limited to neuroscience, rehabilitation science, health promotion and wellness, and education. For clinical track appointments, a Doctor of Physical Therapy (DPT) degree or an academic doctorate is necessary. A doctoral candidate may be considered for temporary appointment as a visiting faculty member.
3. Faculty members seeking promotion at all levels of either the tenure track or clinical track will exceed minimal criteria in teaching, scholarship, and service.
4. Clinical track faculty members may be eligible for promotion but not for tenure.
5. The provision of evidence of merit for promotion and/or tenure will be the responsibility of the faculty member (the candidate). The candidate must submit all required documents to the peer review committee (PRC) according to the University Guidelines and the Calendar for Promotion and Tenure.
6. A candidate for promotion and/or tenure will submit a portfolio that follows the University Guidelines for Promotion and/or Tenure Portfolio set forth by the University.
7. The priorities and goals of the candidate and the program will be considered by the PRC when evaluating the portfolio and in determining its recommendations for promotion and/or tenure to the program administrator (Director/Associate Director of the School). Outstanding performance in all three areas of evaluation (teaching, scholarship and service) is not necessary for promotion and/or tenure.

GENERAL CRITERIA FOR TENURE

The Board of Regents of the Texas Woman's University, upon the recommendation of the Chancellor, may grant tenure to full-time faculty members of the School of Physical Therapy, College of Health Sciences, based upon the provision of criteria set forth below.

Minimum Criteria for Tenure

1. The candidate must have an academic doctoral degree.
2. If seeking both promotion and tenure, the candidate must meet the requirements for promotion in order to receive tenure.
3. If seeking tenure at the current rank, the candidate must meet the requirements for the current rank as described in the promotion section and demonstrate evidence of ongoing contributions to teaching, scholarship, and service during the post-appointment period as well as the potential for future contribution.
4. The candidate must demonstrate collegiality within the School, as exhibited by the ability to share ideas, work cooperatively, and participate in shared decision making with: (a) faculty in departmental meetings and committees, (b) committee members on student advising and research committees, and (c) other faculty. Collegiality also includes providing professional support to other faculty members as they attempt to carry out their work and develop themselves professionally.

TEXAS WOMAN'S UNIVERSITY
Promotion Requirements for Clinical Faculty
School of Physical Therapy Criteria

University Criteria – Clinical Faculty Teaching Requirements			
Clinical Instructor	Assistant Clinical Professor	Associate Clinical Professor	Clinical Professor
<p>Candidate must:</p> <ul style="list-style-type: none"> • Have completed the appropriate degree and licensure in the discipline • Have a minimum of two years of clinical practice. • A minimum of one year of teaching experience in the clinical area(s) of expertise is preferred. 	<p>Candidate must</p> <ul style="list-style-type: none"> • Have completed the appropriate degree and licensure in the discipline • Have a minimum of four years of clinical practice. • A minimum of two years of teaching experience in the clinical area(s) of expertise is preferred. • 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"> • Have completed the appropriate degree and licensure in the discipline • Completion of doctoral degree or enrollment in a doctoral program preferred • Have a minimum of six years of clinical practice. • A minimum of three years of teaching experience in the clinical area(s) of expertise is preferred. • 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"> • Have completed a doctorate in a field related to the clinical specialty and the appropriate professional master's degree and/or licensure in the discipline. • Have a minimum of seven years of clinical practice is required as well as, if applicable, national certification in a clinical specialty area. • Have a minimum of six years of teaching experience in the clinical area(s) of expertise is preferred. • 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.

School of Physical Therapy Criteria – Clinical Faculty Teaching Requirements

Clinical Instructor	Assistant Clinical Professor	Associate Clinical Professor	Clinical Professor
<p>Candidate must:</p> <ul style="list-style-type: none"> • N/A 	<p>Candidate must demonstrate:</p> <ul style="list-style-type: none"> • Possession of the appropriate degree and licensure in the discipline; • A minimum of four years of clinical practice; • Clinical expertise in teaching area(s); • Excellence in clinical teaching for a minimum of two years; <ul style="list-style-type: none"> ○ Clear evidence of teaching excellence by way of student opinions, peer evaluations, or support letters from clinical colleagues or supervisors • Ability to participate in course development and evaluation. 	<p>Candidate must demonstrate:</p> <ul style="list-style-type: none"> • Possession of the appropriate degree and licensure in the discipline; • A minimum of six years of clinical practice; • A minimum of three years of clinical teaching experience, normally in area of expertise; • Demonstrated excellence in teaching: <ul style="list-style-type: none"> ○ Clear evidence of teaching excellence by way of student opinions, peer evaluations, or support letters from clinical colleagues or supervisors; • Active participation in course and/or curriculum development and evaluation; • Service as content expert on a student's research project; • Inclusion of current professional trends and issues in teaching; • Membership on the Graduate Faculty, as appropriate. 	<p>In addition to the requirements for the rank of Associate Professor, the candidate must demonstrate:</p> <ul style="list-style-type: none"> • Completion of a clinical or academic doctoral degree in physical therapy or a related field and licensure in the discipline; • Membership on the Graduate Faculty; • A minimum of seven years of clinical practice with current clinical expertise in teaching areas; • A minimum of six years of clinical teaching experience, normally in area of expertise; • Recommended: national certification in a specialty area; • Evidence of excellence in mentoring of junior clinical track faculty; • Excellence in teaching with documented utilization of innovative teaching methods • Mentoring of students by serving as chair of student research committees as permitted by the Graduate School

TEXAS WOMAN'S UNIVERSITY
Promotion Requirements For Clinical Faculty
School of Physical Therapy Criteria

University Criteria – Clinical Faculty Scholarship and other Creative Activity

Clinical Instructor	Assistant Clinical Professor	Associate Clinical Professor	Clinical Professor
N/A	<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

School of Physical Therapy Criteria – Clinical Faculty Scholarship and other Creative Activity

Clinical Instructor	Assistant Clinical Professor	Associate Clinical Professor	Clinical Professor
N/A	<p>The candidate must demonstrate:</p> <ul style="list-style-type: none"> • Sharing of expertise in a clinical setting; • A record of scholarly activity that can include any of the following: <ul style="list-style-type: none"> ○ invited presentations at a local, state, regional or national professional meeting or ○ A publication such as an abstract for a refereed poster presentation or ○ Publication of a case report, monograph, continuing education course syllabus or a chapter in a textbook. 	<p>The candidate must demonstrate:</p> <ul style="list-style-type: none"> • Mentorship of colleagues in area of clinical expertise; • Peer recognition of clinical expertise, such as specialty certification; • A record of four scholarly activities that can include any of the following: <ul style="list-style-type: none"> ○ Invited presentations at a local, state, regional or national professional meeting or ○ A publication such as an abstract for a refereed poster presentation or ○ Publication of a case report, monograph, continuing education course syllabus or a chapter in a textbook. 	<p>The candidate must demonstrate:</p> <ul style="list-style-type: none"> • Scholarly mentorship of colleagues in area of clinical expertise; • Maintenance of specialty certification if applicable; • A record of six scholarly activities that can include any of the following: <ul style="list-style-type: none"> ○ Invited presentations at a local, state, regional or national professional meeting or ○ A publication such as an abstract for a refereed poster presentation or ○ Publication of a case report, monograph, continuing education course syllabus or a chapter in a textbook.

TEXAS WOMAN'S UNIVERSITY
Promotion Requirements For Clinical Faculty
School of Physical Therapy Criteria

University Criteria – Clinical Faculty Service Requirements			
Clinical Instructor	Assistant Clinical Professor	Associate Clinical Professor	Clinical Professor
N/A	Candidate must: <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. 	Candidate must <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. 	Candidate must: <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.

School of Physical Therapy Criteria – Clinical Faculty Service Requirements

Clinical Instructor	Assistant Clinical Professor	Associate Clinical Professor	Clinical Professor
N/A	<p>Candidate must:</p> <ul style="list-style-type: none"> • Provide evidence of clinical experience; • Demonstrate mentorship of students; • Participate in two service activities at local, state, regional or national level through elected office, appointed committee membership or voluntary service, or • Demonstrate membership on an institutional, departmental or college level committee/task force. 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate mentorship of students; • Participate in three activities from the following: School, College, University <ul style="list-style-type: none"> ○ Serve as chair of a school committee or as a member of a college committee/task force, or as a Faculty Senator for the university ○ Participate in school, college and university marketing and recruitment activities ○ Participate in professional program curriculum review for institutional effectiveness <p>Professional Service</p> <ul style="list-style-type: none"> ○ Serve as an elected officer, appointed member, invited speaker or volunteer at a local, state, regional or national level ○ Participate in clinical practice or consultation. 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate mentorship of students; • Participate in four activities from the following: School, College, University <ul style="list-style-type: none"> ○ Demonstrate a minimum of two years of service as chair of a school committee or as chair of a college committee/task force, or as a Faculty Senator for the University ○ Participate in school, college and university marketing and recruitment activities ○ Participate in professional program curriculum review for institutional effectiveness <p>Professional Service</p> <ul style="list-style-type: none"> ○ Serve as an elected officer, appointed member, invited speaker or volunteer at a local, state, regional or national level ○ Participate in clinical practice or consultation.

TEXAS WOMAN'S UNIVERSITY
Promotion and Tenure Requirements: for Tenure Track Faculty
School of Physical Therapy Criteria

University Criteria – Tenure Track Faculty Teaching Requirements		
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.

School of Physical Therapy Criteria – Tenure Track Faculty Teaching Requirements

Assistant Professor	Associate Professor/Tenure	Professor
<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate capability and desire for excellence in teaching, as exemplified by: <ul style="list-style-type: none"> ○ Potential for teaching excellence by way of curriculum vitae, references or student evaluations ○ Demonstrated expertise in selected physical therapy content area. 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching; • Participate effectively in course development and evaluation, as exemplified by: <ul style="list-style-type: none"> ○ Development and/or significant revision of courses ○ Active participation in curriculum development and evaluation ○ Direction of student research ○ Membership on at least one dissertation committee, if applicable ○ Effective advising of graduate students ○ Inclusion of current professional trends and issues in courses • Obtain membership on the Graduate Faculty 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching, as exemplified by: <ul style="list-style-type: none"> ○ Documented utilization of innovative teaching methods ○ Mentoring of PhD students by serving as chair of at least one PhD dissertation committee and as a member of at least one additional PhD dissertation committee, if applicable. • Demonstrate leadership in the development of academic programs; • Maintain full membership on the Graduate Faculty • Serve as a resource to other faculty, as documented by: <ul style="list-style-type: none"> ○ Evidence of excellence in mentoring of junior faculty

TEXAS WOMAN'S UNIVERSITY
Promotion and Tenure Requirements for Tenure Track Faculty
School of Physical Therapy Criteria

University Criteria – Tenure Track Faculty Scholarship and Other Creative Activity		
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.

School of Physical Therapy Criteria – Tenure Track Faculty Scholarship Requirements

Assistant Professor	Associate Professor/Tenure	Professor
<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate a current capability and desire for excellence in scholarship as well as potential for significant accomplishments in this area, as exemplified by: <ul style="list-style-type: none"> ○ A record of presentations at local, state, regional or national meetings or publication in refereed journals 	<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, as exemplified by: <ul style="list-style-type: none"> ○ A consistent record of local, state, regional, or national presentations ○ Authorship of three peer-reviewed manuscripts that have been accepted for publication or are published in refereed journals. The candidate should be the primary author on 1 of the 3 manuscripts • Seek internal or external funding as appropriate to the field, as exemplified by: <ul style="list-style-type: none"> ○ Evidence of at least one grant submitted for internal funding is recommended. 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate an outstanding program of research and/or creative activities by documenting ongoing productivity in a specific line of research; • Serve as a research/creative mentor to colleagues/graduate students; • Seek and/or secure internal or external funding, as appropriate to the field, as exemplified by: <ul style="list-style-type: none"> ○ Evidence of at least one grant submitted for external funding, if applicable • Disseminate the results of scholarly work in peer reviewed forums, as exemplified by: <ul style="list-style-type: none"> ○ A consistent record of local, state, regional, or national presentations ○ Authorship of an additional three peer-reviewed manuscripts since last promotion that have been accepted for publication or are published in refereed journals. The candidate should be the primary author on one of the three manuscripts.

TEXAS WOMAN'S UNIVERSITY
Promotion and Tenure Requirements for Tenure Track Faculty
School of Physical Therapy Criteria

University Criteria – Tenure Track Faculty Service Requirements		
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.

School of Physical Therapy Criteria – Tenure Track Faculty Service Requirements

Assistant Professor	Associate Professor/Tenure	Professor
<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate a current capability and desire for excellence in service as well as potential for significant accomplishments in this area, as exemplified by: <ul style="list-style-type: none"> ○ Clinical experience with patients or ○ Professional service at a local, state, regional, or national level through elected office or committee membership, or as an invited speaker 	<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, as exemplified by: <ul style="list-style-type: none"> ○ Minimum of two years service as chair of school committee or as a member of a college committee/task force, or as a Faculty Senator • Participate in recruitment, advising, and mentoring of students; • Demonstrate active involvement in professional and/or community organizations, as exemplified by: <ul style="list-style-type: none"> ○ Professional service at local, state, regional or national level which may include elected office, appointed committee membership, voluntary service, manuscript or grant reviewer, or invited speaker. 	<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, as exemplified by: <ul style="list-style-type: none"> ○ A minimum of two years of service as chair of one additional school, college, or university committee/task force ○ A minimum of two years of service as a member of one additional school college or university level committee/task force. • Demonstrate leadership within professional and/or community organizations, as exemplified by: <ul style="list-style-type: none"> ○ Service at a national or international level which may include elected office, appointed committee membership, voluntary service, manuscript or grant reviewer, or invited speaker. • Serve as a mentor to students/student organizations. <p>(Expectation: In addition to the requirements for the rank of Associate Professor, at least three additional activities from the areas listed above will be required)</p>

6/12/08 Approved by Faculty Evaluation and Development Committee, University Promotion and Tenure Committee, and Provost