

TEXAS WOMAN'S UNIVERSITY
Sociology Program Criteria
for Tenure Track Appointment, Promotion, and Tenure

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

Assistant Professor	Associate Professor	Professor
<ul style="list-style-type: none"> • Completion of the appropriate terminal academic degree or its equivalent as defined by the academic unit. • Demonstration of a current capability and desire for excellence in teaching, scholarship, and service. • Demonstrated potential for significant accomplishments in these three areas. 	<ul style="list-style-type: none"> • 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 at that rank. • Demonstrated significant contributions in teaching, advising or other instructional activities; scholarship, research and/or other creative activities; and university, professional, and public service. 	<ul style="list-style-type: none"> • 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. • Demonstration of continuous and sustained meritorious achievements beyond the level of Associate Professor in the areas of teaching, advising or other instructional activities; scholarly research and/or other creative activities; and professional, university and public service. • Clear and 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>.

Sociology Program Criteria – Tenure Track Faculty General Requirements

Assistant Professor	Associate Professor	Professor
<p>The candidate must</p> <ul style="list-style-type: none"> • Possess a Ph.D. degree in sociology; • Demonstrate <u>potential</u> for attainment of national recognition; • Demonstrate a current capability and desire for excellence in teaching including student guidance and development, scholarship, and service; • Demonstrate potential for significant accomplishments in all three areas. 	<p>The candidate must</p> <ul style="list-style-type: none"> • Demonstrate <u>progress toward</u> attainment of national recognition in scholarship and demonstrate excellence in teaching and service; • Demonstrate significant contributions in teaching, advising, or other instructional activities; scholarship, research and/or other creative activities; and university, professional, and public service. 	<p>The candidate must</p> <ul style="list-style-type: none"> • <u>Attain national recognition</u> in scholarship and demonstrate exceptional quality in teaching, scholarship, and service. Promotion to the rank of Professor is <u>in recognition of attainment</u> rather than length of service. • Demonstrate continuous and sustained meritorious achievements beyond the level of Associate in the areas of teaching, advising or other instructional activities; scholarship, research and/or other creative activities; university, professional, and public service.

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

Assistant Professor	Associate Professor	Professor
<ul style="list-style-type: none"> The candidate should demonstrate a current capability and desire for excellence in teaching, as well as potential for significant accomplishments in this area. 	<p>The 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>The 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.

Sociology Program Criteria – Tenure Track Faculty Teaching Requirements

Assistant Professor	Associate Professor	Professor
<p>The candidate must</p> <ul style="list-style-type: none"> Demonstrate teaching competence or capability in areas that are consistent with the departmental Mission, Goals and Learning Objectives; Demonstrate a current capability and desire for excellence in teaching. 	<p>The candidate must</p> <ul style="list-style-type: none"> Demonstrate excellence in all aspects of teaching; Participate in course development, course enhancement/modification, and/or on-going program evaluation; Remain current in the fields of teaching; Demonstrate collegial, often interdisciplinary, relationships as appropriate to the discipline to strengthen teaching; Obtain and maintain Full Graduate Faculty status; Serve as a resource and/or mentor to junior faculty; Demonstrate involvement in fostering scholarly development of students; Demonstrate continuing willingness to assume advising responsibilities as needed at either the graduate and/or undergraduate levels and competence in effective advising or ability to work with students in other capacities consistent with departmental Mission, Goals and Learning Objectives; Demonstrate an ability to develop innovative teaching methods. 	<p>The candidate must</p> <ul style="list-style-type: none"> Demonstrate excellence in all aspects of teaching and leadership in fostering educational excellence; Demonstrate leadership in the development of academic programs across the component, college, and university; Demonstrate leadership in course development, course enhancement/modification, and/or on-going program evaluation; Remain current in the fields of teaching; Demonstrate leadership in establishing collegial, often interdisciplinary, relationships as appropriate to the discipline to strengthen teaching; Maintain Full Graduate Faculty status; Serve as a resource and/or mentor to other faculty; Demonstrate success in fostering scholarly development of students; Demonstrate continuing willingness to assume advising responsibilities as needed at both the graduate and undergraduate levels and competence in effective advising or ability to work with students in other capacities consistent with departmental Mission, Goals and Learning Objectives; Demonstrate leadership in the development of innovative teaching methods.

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

Assistant Professor	Associate Professor	Professor
<p>The candidate should demonstrate a current capability and desire for excellence in scholarship as well as potential for significant accomplishments in this area.</p>	<p>The 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>The 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.

Sociology Program Criteria – Tenure Track Faculty Scholarship Requirements

Assistant Professor	Associate Professor	Professor
<p>The candidate should</p> <ul style="list-style-type: none"> • Demonstrate a current capability and desire for excellence in scholarship as well as <u>potential for significant accomplishments</u> in this area. 	<p>The candidate must</p> <ul style="list-style-type: none"> • Demonstrate <u>progress toward</u> attainment of national recognition as a scholar; • Develop an ongoing program of scholarly inquiry; • Disseminate the results of scholarly inquiry appropriate to the discipline in local, state, regional, and/or national peer-reviewed forums including but not limited to publications in refereed journals, and/or in books, edited collections, research reports, and monographs relevant to the discipline as well as paper presentations, seminars, or workshops at regional, state, or national meetings; • Demonstrate collegial, often interdisciplinary, relationships as appropriate to the research agenda to strengthen scholarship; • Seek and/or secure internal or external funding as appropriate to the field for scholarly activities; • Demonstrate evidence of working with students in research projects in an equitable and ethical manner; 	<p>The candidate must</p> <ul style="list-style-type: none"> • Demonstrate the <u>attainment of</u> national recognition as a scholar; • Document a program of scholarly inquiry; • Disseminate the results of scholarly inquiry appropriate to the discipline in national and/or international peer-reviewed forums including but not limited to publications in refereed journals, and/or in books, edited collections, research reports, and monographs relevant to the discipline as well as paper presentations, seminars, or workshops at regional, state, or national meetings; • Demonstrate leadership in establishing collegial, often interdisciplinary, relationships as appropriate to the research agenda to strengthen scholarship; • Secure internal or external funding as appropriate to the field; • Demonstrate evidence of working with students or junior faculty in research projects in an equitable and ethical manner; • Serve as an active research mentor to colleagues and students; • Demonstrate support for the departmental mission statement in research activities; • Demonstrate continued excellence in research or other scholarly activities.

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| | <ul style="list-style-type: none">• Demonstrate excellence in research or other scholarly activities;• Demonstrate support for the departmental mission statement in research activities. | |
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TWU Requirements for Service (See Board of Regents Policy 5.06 for complete requirements)

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.</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; • 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>The 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.

Sociology Program Criteria – Tenure Track Faculty Service Requirements

Assistant Professor	Associate Professor	Professor
<p>The candidate should</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. 	<p>The candidate must</p> <ul style="list-style-type: none"> • Maintain professional organization memberships and become involved with committee work and/or seek out leadership positions; • Demonstrate leadership within the component and college; • Contribute in a positive way to the mission of the component, college, and university; • Demonstrate collegial, often interdisciplinary, relationships as appropriate to the discipline to strengthen professional service; • Participate in recruiting, advising, and mentoring students; • Serve as a mentor to students/student organizations; • Demonstrate active involvement in professional and/or community organizations; • Serve on departmental, college, and university committees and work on special assignments as needed. 	<p>The candidate must</p> <ul style="list-style-type: none"> • Maintain professional organization memberships and seek out leadership positions; • Demonstrate leadership within the department, college, and university; • Contribute in a positive way to the mission of the component, college, and university; • Demonstrate leadership in establishing collegial, often interdisciplinary, relationships as appropriate to the discipline to strengthen professional service; • Provide leadership in recruiting, advising, and mentoring students; • Provide leadership in mentoring students and/or student organizations. • Continue active involvement in professional and/or community organizations; • Provide leadership on departmental, college, and university committees and work on special assignments as needed.

Criteria for Tenure-Track Faculty Appointments and Promotions

With every level appointment or promotion in rank, faculty must meet the minimal requirements outlined in the "Sociology Program Criteria for Tenure Track Appointment, Promotion, and Tenure"; accumulate a record of professional growth; and contribute to the discipline, the University, the Department, and the community.

Tenure

Departmental Criteria for Tenure

The faculty member must have an accumulative record of high performance evaluation in all three areas of evaluation (teaching including student guidance/development, scholarship, and service) at the department-level during the probationary period or substantial evidence of progress and achievement of such performance after a slow start or uneven early performance. The faculty must meet the minimal requirements for Associate Professor specified in the "Sociology Program Criteria for Tenure Track Appointment, Promotion, and Tenure." The faculty member's area of expertise and work should be consistent with the mission and with the needs of the Department, the College, and the University.

Guidelines for Tenure without Promotion

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 tenure and promotion to Associate Professor as set forth by the Sociology Program in the document "Criteria and Guidelines for Faculty Promotion and Tenure."

The Candidate must

- Demonstrate progress toward attainment of national recognition in scholarship and demonstrate excellence in teaching and service.
- Demonstrate significant contributions in teaching, advising, or other instructional activities; scholarship, research and/or other creative activities; and university professional, and public service.

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

The candidate must

- Demonstrate collegial relationships and professional cooperation in the academic unit.
- 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 Sociology and Social Work and the institution.

Criteria for Tenure for Professor

The candidate must meet all of the criteria required for tenure and promotion to Professor as set forth by the Sociology Program in the document "Criteria and Guidelines for Faculty Promotion and Tenure."

The candidate must

- Attain national recognition in scholarship and demonstrate exceptional quality in teaching, scholarship, and service. Promotion to the rank of Professor is in recognition of attainment rather than length of service.
- Demonstrate continuous and sustained meritorious achievements beyond the level of Associate in the areas of teaching, advising or other instructional activities; scholarship, research and/or other creative activities; university, professional, and public service.

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

The candidate must

- Demonstrate collegial relationships and professional cooperation in the academic unit.
- 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 Sociology and Social Work and the institution.

Promotion and Tenure Review Procedures

The Sociology Program strictly follows the university promotion and tenure review procedures. To avoid redundancy, please see "University Promotion and Tenure Review Procedures" in the *Faculty Handbook*.

5/5/08 approved by FEDC, University P&T Committee, Provost

