



3.6.3 Initial Appointment or Promotion to the Ranks of Associate Professor and Professor, Tenure Track

Chapter 3 - Faculty	Original Effective Date: February 2000
Section: 3.6 Guidelines for Establishing Rank and Tenure	Date Last Reviewed: June 2017
Responsible Entity: Vice President for Academic, Faculty and Student Affairs	Date Last Revised: June 2017

I. Purpose

To establish a framework that ensures the selection and advancement of highly qualified individuals who demonstrate excellence in teaching, research, and service.

II. Scope

This applies to all faculty positions of UT Health San Antonio and the overseeing members of a department of the selection for appointment or promotion.

III. Policy

The following guidelines are intended to help clarify expectations for, and differences in, the academic ranks of Associate Professor and Professor. General guidelines for each rank are specified, whether for initial appointment or promotion. Examples of the types of activities which are consistent with the general guidelines are given for the three academic activities essential to the mission of UT Health San Antonio (UTHSA) (teaching, research, and service).

A. Associate Professor General Guidelines

1. A minimum of three years in the rank of Assistant Professor or equivalent.
2. Academic credentials congruent with the expectations of the school and department.
3. Developing peer recognition that is reflected by an emerging national reputation.
4. Evidence of scholarly achievement reflected in peer recognition of works from original research, clinical observations, educational programs, etc.
5. Significant scholarly accomplishments in at least two of the three academic activities: teaching, research, and service.

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6. Board certification or its equivalent, if pertinent.

Examples of the types of activities which are consistent with the general guidelines follow for the three academic activities essential to the mission of UTHSA (teaching, research, and service).

B. Associate Professor Teaching

1. Is effective as a teacher, evidenced by mastery of both content and method and documented by student and faculty evaluation.
2. Is responsible for design, organization, coordination, and evaluation of a course or series of lectures.
3. Is recognized as an exemplary scientist or clinician whose teaching activities can be documented as providing an outstanding role model for students.
4. Demonstrates effectiveness in the development and/or presentation of continuing education or other professional programs including invited presentations.
5. Is effective as a supervising professor for M.S. or Ph.D. students.
6. Participates in student guidance and counseling.
7. Demonstrates innovation in teaching methods and production of texts or educational “software”.

C. Associate Professor Research

1. Demonstrates initiative, independence, and sustained activity in research.
2. Publishes research findings and scholarly papers in professional journals; publications in refereed journals are considered more significant.
3. Serves on thesis or dissertation committees or UTHSA research review boards.
4. Obtains grants or other monies for research or other scholarly activities.
5. Presents research and scholarly findings at professional meetings.
6. Demonstrates support for interdisciplinary research.

D. Associate Professor Service

1. Provides staff responsibility for a service or specific area of patient care or clinical teaching for which peer recognition can be documented.
2. Serves on committees within the department, school, UTHSA, and/or affiliated institutions.
3. Provides consultation or service to other departments or schools within UTHSA and to local, state, regional, or national organizations that seek or benefit from the candidate’s expertise.

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4. Serves on extramural grant review committees or editorial boards of scientific or professional journals.
5. Performs a key administrative role in patient care, research, or teaching activities within a department or division.
6. Provides service to the professional or lay community through education, consultations, or other roles.

E. Professor General Guidelines

1. Distinguished performance and maturity as an Associate Professor, generally three to five years at this rank.
2. Academic credentials congruent with the expectations of the school or department.
3. An established reputation that is derived from national or international peer recognition.
4. Sustained scholarly achievement reflected in peer recognition of works from original research, clinical observations, educational programs, etc.
5. Sustained scholarly productivity in at least two of the three academic activities: teaching, research, and service.
6. Board certification or equivalent, if pertinent.

Examples of the types of activities that are consistent with the general guidelines follow for the three academic activities essential to the mission of UT Health San Antonio (teaching, research, and service).

F. Professor Teaching

1. Sustained and outstanding teaching performance of the examples cited for the Associate Professor level.
2. Leadership through design, organization, coordination, and evaluation of a course or courses (undergraduate, graduate, or continuing education); administrative responsibility at the school or departmental level for curriculum; supervision of staff teaching within a course, department, or school.
3. Sustained recognition as an exemplary scientist, teacher, or clinician whose activities can be documented as providing an outstanding role model for students.
4. Invitations as visiting professors at other institutions.
5. Publication of educational works in relevant journals.
6. Responsibility for student guidance and counseling regarding program planning and general curricular activities, as well as consultation to student organizations and groups within and outside of UTHSA.

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G. Professor Research

1. Is senior or responsible author of papers published in refereed professional journals or other media (books, papers, etc.).
2. Recognition for excellence in research by professional or scientific institutions or organizations.
3. Serves as Chair of thesis or dissertation committees.
4. Receives grants or other monies as a Principal Investigator for research.
5. Invitations to participate at national or international professional or scientific meetings.
6. Invitations to preside over sessions at national or international professional or scientific meetings.

H. Professor Service

1. Senior staff responsibility for a service or specific area of patient care or clinical teaching.
2. Appointment to responsible positions within the institution or its affiliates (Chairs a committee, department, or division; membership on major decision-making UTHSA committees).
3. Recognition as an authority by other schools and departments within UTHSA and by local, state, regional, or national organizations or institutions.
4. Serves on editorial boards of professional or scientific journals.
5. Serves as an officer or committee chair in professional or scientific organizations.
6. Consultant to, or serves on, government review committees, study sections, or other national review panels.
7. Election to responsible positions on civic boards or organizations concerned with health care issues at the local, state, regional, national, or international levels.

IV. Definitions

There are no defined terms used in this Policy.

V. Related References

There are no related documents associated with this Policy.

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VI. Review and Approval History

- A. The approving authority of this policy is the University Executive Committee.
- B. The review frequency cycle is set for three years following the last review date, a time period that is not mandated by regulatory, accreditation, or other authority.

Effective Date	Action Taken	Approved By	Date Approved
02/2000	Policy Origination		
06/2017	Policy Review		