



Lecturers, Research, and Clinical Faculty Promotion Workshop

Welcome & Introductions

Please share..

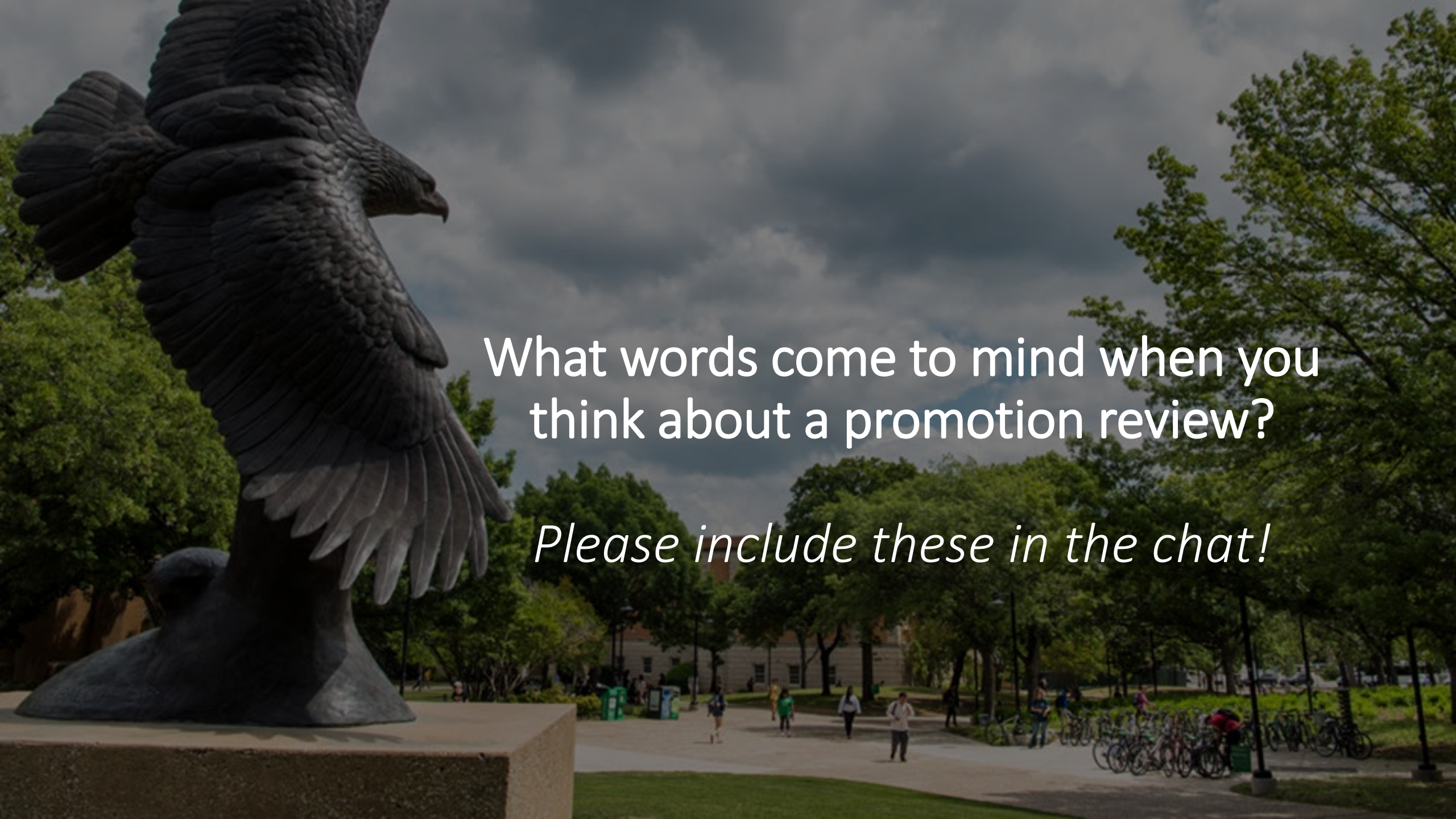
- Name, rank, department, college
- A question that I can answer for you today



Questions from our registration..

- For those of us who have achieved the rank of Principal Lecturer, what further promotion or career opportunities are there at UNT?
- Are there sample dossier templates or examples available?



A large bronze eagle statue is the central focus in the foreground, perched on a concrete pedestal. The eagle's wings are spread wide, and its head is turned to the right. The background shows a university campus with a paved walkway, green trees, and several people walking. A bicycle rack filled with bikes is visible on the right side. The sky is overcast with grey clouds.

What words come to mind when you think about a promotion review?

Please include these in the chat!



Promotion Workshop Goals

- Knowing the promotion criteria – what it is and where to find it
- Defining Teaching and Service Excellence
- Planning for a successful review



NTT promotion review criteria (6.005)

- Years of Service in Rank or Relevant/Equivalent Experience
- “Sustained excellence in teaching, research, and service” - what this means is dependent on your college and department criteria and your appointment letter

The screenshot shows a web browser window displaying the University Policy Office website. The page title is "Non-Tenure Track Faculty Reappointment and Promotion". The URL is "policy.unt.edu/policy/06-005". The page features a green header with the UNT logo and navigation links: Home, Policy Manual, Policy Exceptions, Policy Updates, About the Policy Office, and Resources. The main content area includes the following information:

- Policy number:** 06.005
- Policy description:** UNT is committed to recognizing and rewarding faculty members in the non-tenure track ranks whose work demonstrates sustained excellence in teaching, research, and service through the reappointment and promotion process.
- See full policy (PDF):** [Non-Tenure Track Faculty Reappointment and Promotion](#)
- Attachments:** [University Information Form \(VPAA-174\)](#)
- Policy owner:** VP for Academic Affairs
- Policy contact:** Elizabeth Oldmixon, Faculty Director for Academic Policy, Office of Faculty Success, 940.369.8843, elizabeth.oldmixon@unt.edu
- Applies to:** Faculty
- Date Issued:** Friday, September 1, 2017

The page also includes a "Last updated:" section with a date of 08/31/2020. The browser's taskbar at the bottom shows the system tray with a search bar, weather (84°F Sunny), and date (9/21/2021).

Teaching Excellence (06.007)

- Effectively develops learning goals and assesses outcomes
- Applies effective pedagogical practices
- Develops/applies technological innovations
- Exposes students to service-learning experiences
- Mentors/supervises students
- Expands students' abilities and workforce readiness skills.
- Leads study abroad experiences.
- Creates quality collections of libraries, media, and internet resources that support curricula areas.
- Helps students advance their professional careers

Service and Engagement Excellence (06.007)

- **Demonstrated leadership and engagement** in professional organizations, community-based initiatives, and University enterprises.
- **Support and mentoring** of colleagues, including promoting the **internal and external recognition** of professional colleagues in support of institutional and disciplinary recognition, growth, and advancement.
- Engagement in **student recruitment, retention, and success.**



Annual Review Evaluation

- Each year, you will be reviewed and **provided feedback** on your RTS (research, teaching, service) by your unit's Personal Affairs Committee (PAC) and Chair.
- **No fixed time requirement** when promotion review occurs.
- Use your annual review as a **check-in** for progression toward promotion.



Promotion Criteria per Rank

Promotion to **Senior Lecturer**

- **Sustained excellence in teaching and service.**
- One should have *at least 3 consecutive years* (6 long semesters) as a Lecturer before applying for promotion.
- Professional experience may count toward promotion.
- Consult with your department chairperson to determine the opportune time for promotion.

Promotion to **Principal Lecturer**

- **Sustained excellence in teaching and service.**
- *At least 5 consecutive years (10 semesters) of full-time college-level teaching, including at least 3 years (6 semesters) at the rank of Senior Lecturer or equivalent professional experience.*
- Consult with your department chairperson to determine the opportune time for promotion.

Promotion to **Clinical Associate Professor**

- Excellence in **primary domain of workload assignment** (teaching or research); sustained effectiveness in the others.
- One should have *at least 5 consecutive years* (10 semesters) at the rank of Clinical Assistant Professor (*or equivalent professional experience*) before applying.
- Consult with your department chairperson to determine the opportune time for promotion.

Promotion to **Clinical Professor**

- Excellence in **primary domain of workload assignment** (teaching or research); and all other workload assignments
- One should have *at least 5 consecutive years* (10 semesters) or have equivalent experience in college-level clinical, professional, or practicum assignments, *including at least 3 years (6 semesters) at the rank of Clinical Associate Professor* before applying.
- Consult with your department chairperson to determine the opportune time for promotion.

Promotion to **Associate Research Professor**

- Excellence in **primary domain (research)** and all other workload assignments (where applicable, graduate advising, service)
- One should have *at least 5 consecutive years* (10 semesters) in the rank of **research assistant professor** or have equivalent prior experience.
- Consult with your department chairperson to determine the opportune time for promotion.

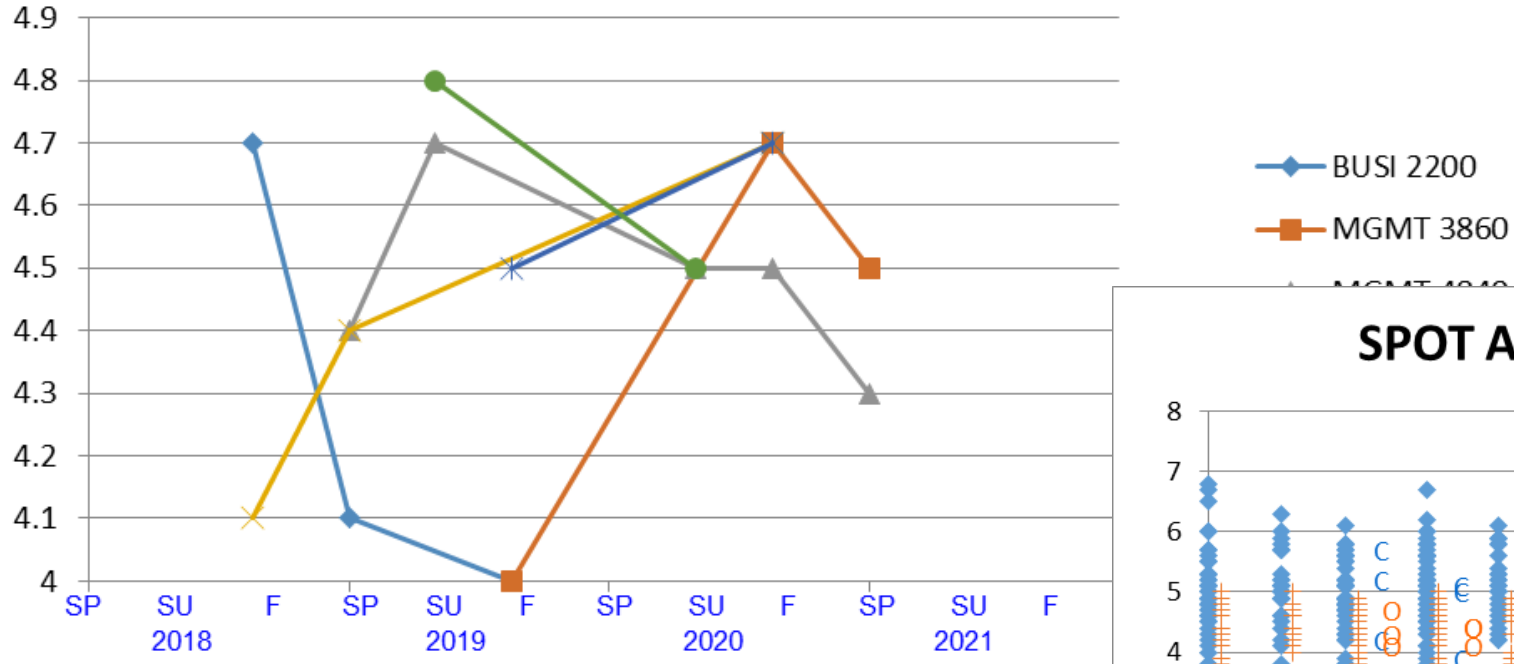
Promotion to **Research Professor**

- Excellence in **primary domain (research)** and all other workload assignments (where applicable, graduate advising, service)
- One should have *at least 5 consecutive years* (10 semesters) in the rank of **research associate professor** or have equivalent prior experience.
- Consult with your department chairperson to determine the opportune time for promotion.

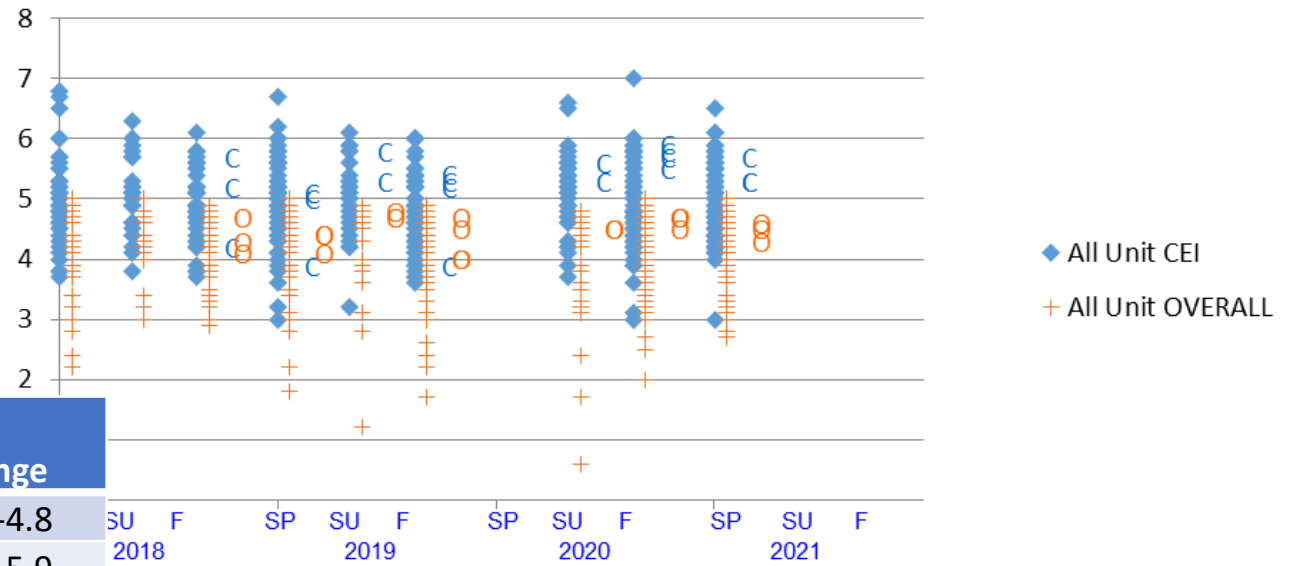
Required Dossier Content for Non-Tenured Promotion Candidates (VPAA-174)

1. [University Information Form \(VPAA-174\)](#)
2. [Complete, current CV \(provided by the candidate\)](#): The candidate provides a CV that is formatted as specified by the unit.
3. [Self-evaluation, personal narrative \(provided by the candidate\)](#): The candidate's opportunity to evaluate and put into context their contributions over the specified timeframe. This evaluation may include but is not limited to: (a) goal/objective achievement, (b) course development/instruction, (c) scholarly activity, (d) community relations/service, and (e) future career direction. The self-evaluation, personal narrative is restricted to *750 words*.
4. [Unit promotion criteria \(provided by the candidate\)](#).
5. [Results of annual evaluations \(provided by the candidate\) and evidence of mentoring support](#): The candidate provides their annual evaluations for the reporting timeframe.
6. [Quantitative student evaluation of teaching results summary \(provided by the FIS\) for Lecturers and Clinical faculty](#): FIS provides a summary table of the candidate's quantitative, university-approved student evaluations of teaching scores for the specified timeframe. For comparison purposes, average student evaluations of teaching scores for the unit's full-time, faculty are also provided.
7. [Recommendation of the unit review committee and unit review committee vote \(provided by the unit review committee chair\)](#): The recommendation shall include the names of the committee members. Committee member signatures on recommendation letters are not required.
8. [Recommendation of the unit administrator \(provided by the unit administrator\)](#).
9. [Recommendation of college review committee and college review committee vote \(provided by the college review committee chair\)](#): The recommendation shall include the names of the committee members. Committee member signatures on recommendation letters are not required.
10. [Recommendation of dean \(provided by the dean\)](#).
11. [Dissenting opinion letters, if applicable \(provided by the applicable party\)](#): Dissenting opinion letters must name the author of the dissenting opinion.

SPOT Overall Average by Course

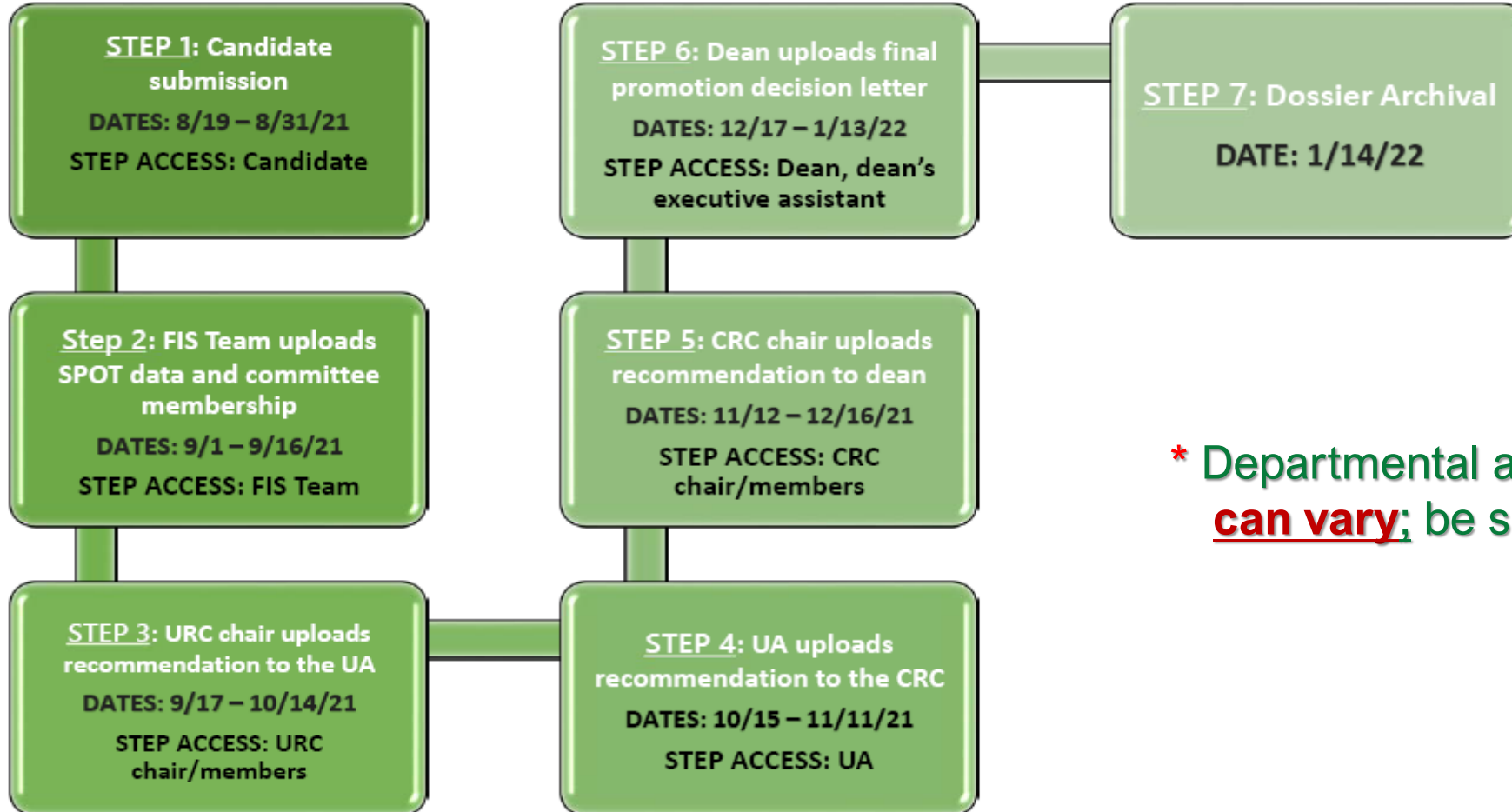


SPOT Average by Semester, 2018-2021



SPOT Summary 1/18 - 05/21		Total Records	Mean	Median	Range
Faculty Name	OVERALL	21	4.5	4.5	4.0-4.8
	CEI	21	5.2	5.3	3.9-5.9
MGMT Faculty	OVERALL	484	4.1	4.3	0.6-5.0
	CEI	484	5.0	4.9	3.0-7.0
All UNT Faculty	OVERALL	51378	4.3	4.5	0.0-5.0
	CEI	48344	4.9	5.2	0.0-7.0

Non-tenured Faculty Promotion Flowchart



Acronym Key:

UA = Unit administrator

URC = Unit review committee

CRC = College review committee

* Departmental and College deadlines **can vary**; be sure to check yours!

Mentors & Faculty Advocates

- **Mentoring:**
 - Micro Grants (up to \$1500)
 - Team Grant Program (up to \$5,000)

<https://vpaa.unt.edu/mentoring-grant-program>
- **Faculty Advocates** (to be requested if there is likely a negative decision on promotion):
 - to clarify aspects of the promotion process and/or answer questions regarding the candidate's case. An advocate is preferably an expert in the candidate's field, but not an academic administrator.



Other Faculty Success P&T Resources -

<https://vpaa.unt.edu/fs>

- **Writing Groups:** structured writing team with support and sustenance!
- **National Center for Faculty Development and Diversity (NCFDD):** online mentoring, learning, support networks
- **Research and Grants:** grants and awards training
- **Faculty Resource Groups:** support and networking among faculty interest groups (you can join more than one!)
- **NTT Faculty Group** – for mentoring, advocacy, and support



Promotion Success

- **Prepare now:** Policy, Criteria, Process, Documentation
- Develop your promotion portfolio **as a story (with evidence)** – central focus and overlapping areas
- Ask for and develop your **support networks:**
 - Faculty Success Mentoring Options
 - Faculty Resource Groups (<https://vpaa.unt.edu/diversity-and-inclusion/fac-res-g>)
 - NTT Faculty Group

Tell us how we did!

- Please provide some feedback on our workshop. We use your feedback this each term to update our workshops.



https://unt.az1.qualtrics.com/jfe/form/SV_agw7GbxvUpsXHO6



Questions, Comments, Wonderings?



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Faculty Success