Lecturers, Research, and Clinical Faculty Promotion Workshop
Welcome & Introductions

Please share..

- Name, rank, department, college
- Something you are excited about today 😊
What words come to mind when you think about a promotion review?

Please include these in the chat!
Promotion Workshop Goals

• Understanding the promotion criteria – what it is *and* where to find it

• Identifying the promotion timeline – what happens when

• Utilizing available resources
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
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
• 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 Summary 1/18 - 05/21

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

- **Mentoring 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](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_agw7GbvxUpsXHO6
Questions, Comments, Wonderings?