

## **College of Health and Human Performance**

### **Guidelines for Tenure and Promotion**

For promotion, the faculty member must have a record of (1) “satisfactory” performance in all three areas of professional activity and (2) “distinction” in at least two areas. In most cases, tenure and promotion require distinction in at least two areas, one of which shall be that of the faculty member’s primary responsibility, and those areas should be teaching and research unless the faculty member has an assignment that primarily reflects other responsibilities, such as Lecturer or a clinical assignment.<sup>1</sup> Each discipline identifies factors that constitute distinction; these factors are outlined in the departmental criteria for tenure and promotion.

#### **Definition of Distinction**

Distinction is demonstration of outstanding achievement and excellence in areas of assignment (teaching, research and service) as compared with peers, both internal and external of the same rank and discipline.

#### **Teaching**

Teaching is considered an essential function of faculty at the University of Florida, and consequently all faculty members are expected to demonstrate satisfactory performance in this important area. It is acknowledged that there is great variability in the degree and approach to teaching among the various disciplines within the departments. For example, some disciplines may regularly teach courses involving large numbers of students, whereas others provide individual instructions to a small number of students. Such variability should be considered in establishing expectations for performance, and differences in the manner in which teaching is conducted should be taken into account in evaluation of faculty performance.

#### **Research**

Distinction in research is evidenced by (a) the development of an independent line of research in a declared area of specialization and (b) documented progress toward

the establishment of a national and/or international reputation based on research contributions in a declared area of specialization and the field. Although each department has provided some indication as to quantity of publication/presentation related to progressing from Assistant Professor through Associate Professor to Professor, the more important question concerns the quality of the research activity as demonstrated by peer-reviewed publications, number of citations, external funding, and/or invited research presentations.

## **Service**

Service is considered an essential function of faculty at the University of Florida, and consequently all faculty members are expected to demonstrate satisfactory performance in this area. Service encompasses administrative or governance activities on campus as well as elected, appointed, or volunteer participation in national and/or international professional organizations or the community. As the university moves to a more structured mentoring process for newly hired, untenured faculty, tenured faculty who have not yet achieved full rank who engage in this activity should have their efforts recognized and rewarded.

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<sup>1</sup> Updated June 22, 2018 to reflect University GUIDELINES AND INFORMATION REGARDING THE TENURE, PERMANENT STATUS AND PROMOTION PROCESS.