UT Tyler SOULES COLLEGE OF BUSINESS

Tenure and Promotion Policy

1. **Overview**

This document is based on the requirements described in the UT Tyler HOP 3.04 Faculty Promotion, Regents' Rule 31102: Evaluation of Tenured Faculty, and 3.10 Faculty Tenure and articulates the tenure and promotion expectations for the Soules College of Business. It is believe that a clear statement of tenure and promotion expectations is valuable to both current and new faculty. Before articulating the expectations, guidance is offered as to how this statement of expectations should be interpreted and applied.

The tenure and promotion guidelines set by the College and/or The University of Texas System may change during a faculty member's probationary period. The faculty member will be notified of such changes and will be expected to meet new guidelines unless otherwise specified in the offer letter.

Any revisions to the Promotion and Tenure Policy will be effective immediately with respect to promotion to Professor following final approval of the policy by the Soules COB Council and the Dean. 2026 faculty members will be evaluated under the current T&P policy or the T&P policy that was in place at the time of their appointment.

1.1 These expectations are not a statement of minimum standards. Failure to meet the expectations may result in an unfavorable tenure or promotion recommendation. However, meeting or exceeding the expectations does not automatically guarantee a positive tenure or promotion recommendation. Instead, these expectations are intended to guide performance and decision making, considering all relevant factors.

1.2 These tenure expectations are designed for faculty applying for tenure at the beginning of the sixth year following their date of hire. Other factors such as employment at other universities or previous employment at UT Tyler in a non-tenure track position may create exceptions to the presented guidelines. These exceptions must be specified in the initial contract/offer letter and approved by the Dean and Provost.

2. **Rationale**

Developing tenure and promotion expectations is important for a variety of reasons. Some of the more important reasons include:

2.1 A clear statement of research expectations is important to the College's effort to align with the university's strategic plan and serve to guide faculty.

2.2 Teaching excellence remains central to our mission. A clear statement of teaching expectations reaffirms our commitment to teaching excellence.

2.3 Documentation of clear tenure expectations is an important factor in our professional accreditation review process and ongoing continuous improvement efforts.

2.4 A clear statement of tenure expectations will guide the performance of tenure-track faculty.

2.5 Service to the East Texas community valued by the College and University.

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3. Guidelines for Research

3.1 Journal Lists

There are significant differences across the various academic disciplines within the College. Following accreditation standards (e.g. ACCSB), the impact of faculty research as a measure of quality will be determined using journal lists created by the faculty of each discipline. The journal lists should be used by faculty members to set up their research agendas. Therefore, each discipline within the College will develop a ranked journal list. The College Leadership Council and Dean will have final approval. Additionally, the journal lists will be reevaluated as significant changes in impact factors or external rankings occur, and disciplines propose revised journal lists to the Dean for approval, with changes becoming effective immediately.

3.2 Research Expectations

Research expectations are applied for the following positions: Assistant Professor, Associate Professor, and Professor. Research expectations are guidelines for faculty to develop their research agendas and meeting the minimum expectations is not a guarantee for tenure and promotion decisions. Tenure and Promotion Committees will evaluate the merits of the intellectual contributions as a whole, with consideration given to the number of publications, the alignment with the College and University strategic goals, the appointment letter, and departmental/discipline requirements. The research expectations are that a faculty member, in the five years prior to submitting an application for tenure or promotion will have, at the minimum, one of the following (see the College approved Journal Lists for A+, A, and B level journals):

3.2.1 Four A publications and other scholarly activities, or

3.2.2 Three A publications plus two B level publications and other scholarly activities, or

3.2.3 One A+ and one A publications and other scholarly activities, or

3.2.4 One A+ and two B publications and other scholarly activities, or

3.2.5 There are other combinations of publications in journal levels in addition to other scholarly activities that may be on par with those listed above to demonstrate a faculty member's scholarly contributions.

3.2.6 A significant externally funded grant requiring basic research may substitute for one A journal or A+ journal depending on the funding amount and length of grant. Other grants may be counted in other scholarly activities listed below.

3.2.7 In some disciplines, there may be even higher-ranked elite journals other than the majority of A+ journals which may be defined by the discipline's journal list. When those exist in a discipline, publishing in such elite journals will be highly valued as it would enhance the visibility and reputation of the candidate, the discipline, and the College.

3.2.8 Other scholarly activities include:

- Editor or Associate Editor of a journal
- Journal Editorial Review Board membership
- National conference proceedings and/or presentations
- Refereed books or edited volumes
- Refereed book chapters
- Internal grants or smaller external grants
- Best Paper Awards or other National Research Awards in high-quality journals/conferences
- Peer reviewed publications not on the journal list as long as the candidate provides evidence that the journal is on par with other journals on the discipline's journal list.

3.3 Published Research Considerations

3.3.1 To receive promotion and/or tenure, the faculty member is expected to demonstrate, through published research, the ability to perform research in his or her discipline including conceptualization, building theory, and empirical research. Published research is expected to conform to the following:

- Sole or lead author on some of the published research is expected for tenure and promotion to Associate Professor and Professor.
- Ideally, no more than four authors; however, this may vary by discipline.
- Teaching cases are not valued at the same level as traditional scholarly research. Some cross disciplinary research within the College is acceptable, if it clearly applies the faculty member's discipline to another field. However, the discipline's journal list should represent the vast majority of the faculty member's research stream.

3.3.2 Because promotion and tenure decisions use past performance as an indicator of future performance, evidence of a consistent pattern of ongoing research is required.

3.3.3 A faculty member's research agenda must be clear, consistent, and should generally involve a few related or common themes that are clearly within a faculty's hired discipline or sub-discipline domain.

3.3.4 The evaluation of research will include an external review from faculty at peer institutions. The process for selecting outside reviewers is discussed in the HOP sections 3.10 and 3.04.

3.3.5 The quality of research is valued over the quantity of publications. As a result, an increase in the number of A+ and/or A publications may decrease the expected number of B level publications.

3.3.6 The standards for tenure exceed the standards for promotion to Associate Professor. Thus, someone may be hired as an Associate Professor or promoted to Associate Professor without tenure. Rarely would a faculty member be granted tenure without promotion to Associate Professor. Prior service at other academic institutions, whether inside or outside the UT System, shall not be counted toward fulfillment of the required probationary period unless specifically permitted under the provisions of an institution's HOP. {Regent's Rule 31007: tenure (*-30-24)}

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4. Guidelines for Teaching

All faculty members seeking tenure are expected to have demonstrated teaching competency in multiple levels of a department's course offerings, as well as in all forms of instruction (e.g., in person, online, and/or hybrid) offered by the department. Faculty members should regularly receive teaching evaluations from students with a means consistent with their disciplines. Both quantitative ratings, qualitative comments, and other relevant teaching indicators will be reviewed for all tenure and promotion decisions. Tenure-track faculty members are expected to develop as they gain experience. Thus, student evaluation received in later years may be weighed more than those received in earlier years. Decisions will be based on an overall pattern of teaching evaluations rather than on the evaluations received from any single course or section.

Faculty members are also encouraged to engage in innovative teaching practices. This may include teaching cases or course materials, educational conferences, educational trainings and certifications, simulations, and other engagement activities. Not all of these innovations may be successful. It is explicitly recognized that there are many ways to evaluate teaching excellence, and that demonstrating teaching excellence may involve data from multiple sources. Thus, faculty members are encouraged to develop a teaching osier with multiple indicators of teaching success. Faculty must submit observations of teaching from peers in accordance with the university policy.

4.1 Teaching Expectations

It is recognized that there is no generally accepted definition of teaching excellence. Thus, alternative methods of demonstrating teaching excellence are welcome, and individual faculty members are encouraged to develop a teaching dossier that is consistent with their teaching philosophy and approach to teaching. In addition, we consider traditional measures of teaching excellence including course coverage, rigor and content, assessment techniques, and student evaluations of teaching. It is also expected that all courses will be engaging that the instructor promotes and facilitates student interactions. Faculty are expected to include student engagement, both student-to-student and student-to-instructor interactions, and faculty-created content, and ensure that all courses integrate current teaching practices.

4.1.1 Prior to the tenure decision, all faculty members are expected to demonstrate teaching excellence in multiple courses and at multiple levels. As teaching loads are determined by departmental needs, deviations from this expectation are acceptable when dictated by resource constraints in the department/discipline.

4.1.2 All faculty members are expected to view the design and delivery of multi-section courses as a collaborative effort and willingly contribute to coordination efforts for those courses. Such coordination efforts might include covering jointly determined content, participating in common assessment techniques, and using jointly determined educational materials in multi-section courses. All faculty members are expected to fully embrace the College Assurance of Learning (AOL) policies and procedures and support those that pertain directly or indirectly to teaching assignments.

4.1.3 All faculty members are expected to generate acceptable student evaluations of teaching. Although it is impossible to specify completely what constitutes acceptable student evaluation, it is expected that:

- Teaching evaluations are consistent with the departmental mean,
- Few poor teaching evaluations, and
- Some very good teaching evaluations

4.1.4 Tenure-track faculty members are expected to improve their teaching as they gain experience, and thus, longitudinal trends will be considered as student evaluations of teaching are interpreted.

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5. Guidelines for Service

Service expectations vary across departments and across the probationary period of an untenured faculty member's career. It is expected that all faculty will be highly engaged with activities and events of their department, college, and university as well as the East Texas community.

5.1 Service Expectations

The most important activity for a new tenure-track faculty member is to become engaged in research and teaching. New tenure-track faculty members are encouraged to reduce their focus on service and increase their focus on research and teaching. As tenure-track faculty members move toward review for tenure, their service contribution should increase. However, internal service commitments should not detract from teaching, research, or external service that enhances the reputation of the department or college. Leadership service to relevant academic organizations, journal article reviews for major journals, and participation in journal editorial boards as well as service to the East Texas community are valued.

5.1.1. All faculty members are expected to regularly participate in department and college faculty meetings and other department, college and university activities.

5.1.2. Faculty members are expected to actively serve on at least on college and/or department committee or task force.

5.1.3. All faculty members are expected to be available to interact with other faculty members and students to be fully engaged with the college community.

5.1.4. Participation as a journal article reviewer or as an editorial board in a journal on the college journal list or for national conferences is valued.

5.1.5. Working with both undergraduate and graduate students on research is valued as this improves the student experience and helps students develop research skills.

6. Guidelines for Collegiality

The College promotes strong collegiality, as defined in the HOP: "Collegiately addresses such issues as the faculty member's compatibility with department missions and goals, an ability and willingness to work cooperatively within the department and college, a willingness to engage in shared governance, and a high standard of professional integrity in dealing with colleagues and students on a professional and personal level" (HOP 3.10.D.2.d).

All faculty are expected to demonstrate collegiality. An ongoing and systematic effort to engage in collegial behaviors is a requirement for tenure and promotion. Collegiality requires that faculty are physically present at all college, department, and discipline meetings and available for conversations with other faculty and students.

7. Promotion of Tenure-Track Faculty

7.1 Guidelines for Third Year Review

Third year review submissions should document progress towards meeting tenure requirements as previously stated in this document. The research expectations for Third Year Review means that faculty members at the time they submit their third-year dossier will have at minimum:

- One accepted publication on the A or B tier in their discipline's list and evidence of an emerging research stream or
- Only articles crediting the UT Tyler affiliation will count for Third Year Review, unless otherwise clearly stated in the faculty's offer letter.
- The number of authors and the quality of the research is considered in the evaluation of scholarship. Order of authors is considered as well unless the journal uses other criteria for authorship order.
- Decisions will be based on an overall pattern of teaching evaluations rather than on the evaluations received from any single course or section. Both quantitative, qualitative comments and other relevant teaching indicators will be considered. It is recognized that there are many ways to evaluate teaching excellence and that demonstrating teaching excellence may involve data from multiples sources other than students.
- New tenure-track faculty members are encouraged to reduce their focus on service and increase their focus on research and teaching. All faculty members are expected to regularly participate in department and college faculty meetings and other department, college and university activities.

7.2 Guidelines for Tenure and Promotion to Associate Professor

According to HOP 3.04 and HOP 3.10.D.2.1, Tenure is NOT a right to which a faculty member is entitled, nor is tenure granted simply as a result of a record of satisfactory annual evaluations. Decisions to grant tenure are critical in the professional life of the faculty member as well as the university. According to HOP 3.10.D.2.2., the decision to grant tenure depends on a strong record in the following areas of accomplishment, with outstanding achievement in at least one. In the case of a faculty member hired with credit towards tenure, prior service at other academic institutions, whether inside or outside the UT System, shall not be counted toward fulfillment of the required probationary period unless specifically permitted under the provisions of an institution's HOP (Regent's Rule 31007).

7.2.1 The purpose of research and scholarship is to make a substantive contribution to the body of knowledge and understanding in one's discipline. A faculty member

must have established a strong, consistent, and progressive research and scholarship and must evidence a commitment to continue making contributions throughout their career.

7.2.2 The research expectations mean that a faculty member during the previous five years before their candidacy for Associate Professor will have at the minimum, multiple published articles and other scholarly activities. The candidate must present evidence of continuing high-quality intellectual contributions during the probationary period. The quantity and quality of these scholarly activities must be consistent with the goals of the department, college, and university.

7.2.3 Research quality will be based on the journal lists developed by each department/discipline in the College.

7.2.4 The candidate must present evidence of continuing high-quality intellectual contributions. The quantity and quality of these scholarly activities must be consistent with the goals of the department, college, and university.

7.2.5 Discipline-based journal lists may be developed based on published journal lists and/or published impact factors.

7.2.6 Discipline-based journal lists may recognize additional elite journal publications within the discipline resulting in a higher value associated with those elite journals.

7.2.7 Evidence of strong research should be documented through journal publications and peer recognition of the candidate's reputation by independently known scholars nationwide. Consequently, external letters of review from faculty at peer institutions will be required for the candidate's application for Associate Professor as per HOP guidelines.

7.2.8 Faculty members must have a consistent pattern of effective teaching. Tenure will not be granted unless the candidate is deemed to be a strong teacher and demonstrates a commitment to the improvement of their teaching skills. Both quantitative, qualitative comments and other relevant teaching indicators will be considered.

7.2.9 The candidate must display evidence of active commitment to service to the department, college, university and East Texas community (see section 5.1 of this document).

7.2.10 Collegiality addresses the faculty member's compatibility with department and college missions and goals, willingness to work collaboratively within the department and college, and willingness to engage in shared governance and professional integrity.

8. Guidelines for Promotion to Professor

According to HOP 3.04.D.3, appointment or promotion to the rank of Professor is recognition of demonstrated achievement and distinction over the span of a faculty member' s academic career in teaching, research, scholarship, service and collegiality.

To be eligible for consideration for promotion to Professor, the faculty member's annual performance evaluation rating must be a minimum of Meets Expectations in the areas of Teaching, Research, Service and Collegiality for the proceeding five-year review period unless prior contractual agreements have been made.

8.1. The purpose of research/scholarship/creative activity is to make a substantive contribution to the body of knowledge and to one's discipline. A faculty member must have established a strong consistent, and progressive research/scholarship/creative activity and must evidence a commitment to continue making contributions throughout their career.

8.2 The research expectations are that a faculty member during the previous five years before their candidacy for Professor will have, at the minimum, multiple published articles and other scholarly activities and has achieved national and/or international recognition in their field demonstrated by accepted indicators of impact such as number and quality of citations.

8.3 The candidate must present evidence of continuing high-quality intellectual contributions. The quantity and quality of those scholarly activities must be consistent with the goals of the department, college and university.

8.4 Research quality will be based on the journal lists developed by each department/discipline in the college.

8.5 External letters from peer institutions will be required for faculty members applying for Professor as per HOP guidelines.

8.6 Faculty members must have a consistent pattern of excellence in teaching. The candidate must be an effective teacher and demonstrate a commitment to continued improvement of their teaching skills. Both quantitative, qualitative comments, and other relevant teaching indicators will be considered.

8.7 Beyond the research expectations, additional evidence demonstrating a level of service appropriate to the more senior rank should be presented. The faculty member must have actively served in professional service as well as active involvement in department, college and university. Faculty are expected to engage in service activities with the East Texas community.

8.8 Collegiality addresses the faculty member's compatibility with department and college missions and goals, willingness to work collaboratively within the department and college, and willingness to engage in shared governance and a high standard of professional integrity.

9. Guidelines for Promotion of Non-Tenure Track Faculty

These guidelines apply for the following non-tenure track faculty positions: Lecturer, Senior Lecturer, Distinguished Lecturer, Assistant Professor of Instruction, Associate Professor of Instruction, Professor of Instruction, Assistant Professor of Practice, Associate Professor of Practice, Professor of Practice. To be eligible for consideration for promotion to a higher rank, the candidate's annual performance evaluation rankings must be a minimum of Meets Expectations in the areas of teaching, service, and collegiality for the proceeding five-year review period unless prior contractual agreements have been made.

9.1 Teaching

9.1.1 The criteria for promotion to a higher rank includes at least five-years of teaching experience in their current rank in which the candidate has consistently "Exceeded Expectations".

9.1.2 Professional development for teaching excellence is expected to ensure all teaching is based on quality educational practices. Faculty should review section 4 guidelines for Teaching in this document.

9.1.3 Scholarship of teaching (e.g., journal articles, cases, book chapters) is not required but is considered professional development and contributions to pedagogy.

9.2 Service

Faculty members must provide evidence of service excellence, which may include local, state, and national professional associations; pro bono participation in seminars, speaking engagements, and consulting; department, college and university committees; advisor of a student organization, working with student competitions; serving on the board of directors; and media interviews are examples of the types of professional service valued by the college and the university.

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10. Process and Timetable for Tenure and Promotion Decisions

10.1 The tenure committee for each department shall be composed of all tenured faculty and is responsible for making recommendations to the department chair regarding tenure for individual candidates and for reviewing the tenure-track faculty in their third-year review.

10.2 The promotion committee shall consist of all members of the department who have academic rank at least one level above the candidate. This policy applies to the promotion of tenure-track, tenured, and non-tenure track faculty. When there are fewer than three eligible faculty in a department, the Dean, in consultation with the candidate, will select eligible faculty from related departments. Chairs of the departmental committees on tenure and promotion are elected by members of the committee.

10.3 The college committee on tenure and promotion shall consist of one faculty member from each discipline (accounting, finance, business law, management, marketing, computer information systems, technology, and human resource development) elected by all members of each department. To be eligible to serve on the College Tenure and Promotion Committee, the faculty member must be tenured and hold the rank of Associate Professor or higher. Members of the committee will serve for a three-year term with an election being held before the end of September.

10.4 The Chair of the College Tenure and Promotion Committee will be determined annually by a vote among the elected members of the committee. Members of the College Promotion and Tenure Committee who hold the rank of Associate Professor may not vote on candidates for promotion to the rank of Professor.

10.5 The Department Chair and Dean do not participate in the Department or College Tenure and Promotion Committee meetings. The department chair offers an independent recommendation regarding tenure and promotion after receiving input from the department committee. No individual shall serve as a voting member of any promotion committee during an academic in which he or she is under consideration for promotion, nor shall any individual cast a vote or recommendation on his or her promotion.

10.6 External letters of review from faculty at peer institutions will be required for tenure-track faculty members applying for promotion to the rank of Associate Professor or Professor. The process for the selection of outside reviewers is discussed in the HOP 3.04 section 3.4.c.b. At no time after the deadline for submission of the materials may candidates for promotion and tenure add additional materials or withdraw materials from the file without the permission of the Dean. All members of the committee involved in tenure and promotion decisions are expected to ensure the confidentiality of the proceedings at all times. Candidates will be notified in writing of the decision at each stage of the process.

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11. Timetable for Tenure and Promotion Decisions

September 1: Each faculty member who will be a candidate for promotion and/or tenure will provide a list of potential external reviewers, a CV, and reprints of journal articles.

October 15: Candidates for tenure and/or promotion will submit material to Department Chair.

October 15: All letters from outside reviewers must be received by Department Chair.

November 1: Department committee on tenure and promotion will submit their materials for each candidate to the Department Chair.

November 15: Department Chair forward candidates' supporting materials and recommendations to the college committee.

December 1: The College Tenure and Promotion Committee will submit their recommendations to the Dean.

January 7: The Dean submits candidates' supporting materials and recommendations to the Provost.

February 1: The Provost notifies President of tenure and promotion recommendations.

March 1: The President notifies faculty of decision on promotion and tenure.

12. Timeline for Third Year Review for Tenure Progress

September 1: Candidates are notified at the beginning of their third year of their pre-tenure review.

February 1: Candidates for the pre-tenure review must submit material to the Departmental Committee.

February 15: Departmental Committee reports its recommendation to the Department Chair.

March 1: Department Chair forwards recommendation and material to the College Tenure and Promotion Committee.

March 15: College committee forwards recommendations and material to the Dean.

April 1: Dean of the College informs candidates of the decision.

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13. Periodic Performance Evaluation of Tenured Faculty

The purpose of this policy is to provide for the periodic evaluation of tenured faculty as st forth in the HOP. A discussion of the guidelines and procedures for post tenure review are identified in HOP Section 3.25. Faculty should follow the process outlined in HOP 3.25.2.b.

13.1 Comprehensive annual peer evaluations shall take place. The evaluation shall include review of the faculty member's professional responsibilities in teaching, research, and service.

13.2 The comprehensive evaluation will review the tenured faculty member's professional responsibilities in teaching, research, and service using the same performance levels as the annual evaluation: Exceeds Expectations, Meets Expectations, Does Not Meet Expectations, and Unsatisfactory. Specifications for the criteria for these levels of performance will be designated at the individual unit level described above in the annual evaluation.

13.3 Periodic evaluations may be used to determine salary recommendations, nomination for awards, or other recognitions. The evaluation may also be used to determine if

faculty would benefit from a remediation or development plan, including any support needed to accomplish the remediation. Such a short-term development plan must provide performance benchmarks for returning to satisfactory performance, subject to further review and/or appropriate administrative action.

13.4 Pursuant to HOP 3.25 and Regent's Rule 31102, if incompetence, neglect of duty, or other good cause is determined to be present, appropriate disciplinary action may be taken in accordance with due process procedures of Regent's Rule 31008.

14. Process and Timeline for Post-Tenure Decisions

14.1 Process

14.1.1 The Provost's office will provide a list of all faculty scheduled for Post-Tenure Review to the Dean for dissemination to the department chairs.

14.1.2 The guidelines in the HOP Section 3.25 will be followed.

14.2 Timetable

14.2.1 **September 1 of the previous year:** Department chairs will notify their faculty members who are scheduled for post-tenure review and direct them to the guidelines.

14.2.2 **September 1:** Candidates for post-tenure will submit material to the department chair.

14.2.3 **September 15:** Department chair forwards supporting materials and recommendation to College Tenure and Promotion Committee.

14.2.4 **October 15:** The College Tenure and Promotion Committee submits the supporting materials and their recommendation to the Dean.

14.2.5 **November 1:** The Dean forwards the recommendation to the Provost.

14.3 Post-Tenure Dossier Format

Each post-tenure dossier will be created upon the College's requirements. The applicant's name and the action (Post-Tenure Review) must be clearly indicated in the dossier.

14.3.1 Faculty member shall submit:

14.3.1.1 Curriculum vita

14.3.1.2 All six Annual Evaluation Reports (inclusive of the sixth-year review)

14.3.1.3 Summary report of student evaluations of teaching over the entire six-year period

14.3.1.4 Summary statement of professional accomplishments

14.3.1.5 Summary report of peer observations on teaching over the entire six-year period

14.3.1.6 Any additional materials the faculty member wants considered, such as a statement of professional goals, a proposed professional development plan, and/or teaching improvement activities.

SOULES COLLEGE OF BUSINESS
3rd YEAR REVIEW RECOMMENDATION FORM

Faculty Member Name:
College: Soules College of Business
Department:
Present Rank:
Highest Degree: Year Awarded:
Institution:
Initial Appointment at UT Tyler Date: Rank:
Years in tenure-track employed at UT Tyler (prior to current academic year):
Total years applicable to tenure (include current academic year):

Action of College	**Recommendation** **Yes**	**No**	**No. of Votes**	**Candidate Notifed On:**
Department Committee				
Department Chair				
College Committee				
Dean				

_____ _____

Chair, Department Committee Date Chair, College Committee Date

_____ _____

Department Chair Date Dean Date

Written assessment of faculty member's performance in teaching, research/creative activity, and service should be attached.

SOULES COLLEGE OF BUSINESS
TENURE RECOMMENDATION FORM

Faculty Member Name:
College: Soules College of Business
Department:
Present Rank:
Highest Degree: Year Awarded:
Institution:
Initial Appointment at UT Tyler Date: Rank:
Years in tenure-track employed at UT Tyler (prior to current academic year):
Total years applicable to tenure (include current academic year):

Action of College	**Recommendation** **Yes**	**No**	**No. of Votes**	**Candidate Notifed On:**
Department Committee				
Department Chair				
College Committee				
Dean				

_____ _____

Chair, Department Committee Date Chair, College Committee Date

_____ _____

Department Chair Date Dean Date

Written assessment of faculty member's performance in teaching, research/creative activity, and service should be attached.

SOULES COLLEGE OF BUSINESS
PROMOTION RECOMMENDATION FORM

Faculty Member Name:
College: Soules College of Business
Department:
Present Rank:
Highest Degree: Year Awarded:
Institution:
Initial Appointment at UT Tyler Date: Rank:
Years in tenure-track employed at UT Tyler (prior to current academic year):
Total years applicable to tenure (include current academic year):

Action of College	**Recommendation** **Yes**	**No**	**No. of Votes**	**Candidate Notifed On:**
Department Committee				
Department Chair				
College Committee				
Dean				

_____ _____

Chair, Department Committee Date Chair, College Committee Date

_____ _____

Department Chair Date Dean Date

Written assessment of faculty member's performance in teaching, research/creative activity, and service should be attached.

SOULES COLLEGE OF BUSINESS
POST-TENURE REVIEW RECOMMENDATION FORM

Faculty Member Name:

Department:

Current Rank:

Action of College	Exceeds Expectations	Meets Expectations	Does NOT Meet Expectations	Unsatisfactory
Department Chair				
Comments:				
SCOB P&T Committee				
Comments:				
Dean				
Comments:				