Promotion

• We see this process as one of the most important steps any university can take.

• **Goal**: we want this process to be fair and as transparent as possible.
Quality teaching is critical and can be gauged by . . .

- Effective time in the classroom and preparation for that time;
- Good teaching evaluations.

Promotion requires more!
UNT, Departments, and Our Students Need More From Us...

(Forthcoming) Promotion, Tenure, and Evaluation policy documents can help develop a framework towards success. Your own departments and colleges will have their own procedures and deadlines.

Be familiar with these!
Faculty members in the lecturer ranks have primary responsibilities related to teaching, student success, service, community engagement, and good citizenship, and may also have other responsibilities to ensure full workload equivalence.
Teaching

Examples of excellence in teaching valued by the University include but are not limited to evidence that the faculty member:

- Engages students with knowledge
- Develops learning goals and assesses outcomes
- Applies effective pedagogical practices
- Develops/applies technological innovations
- Exposes students to service learning experiences
- Mentors/supervises students

From the Working Draft of UNT Policy 06.006
Examples of excellence in teaching valued by the University . . . .

- Expands students’ abilities and workforce readiness skills.
- Leads study abroad experiences.
- Creates quality collections of library, media, internet resources that support curricula areas.
- Helps students advance their professional careers.

From the Working Draft of UNT Policy 06.006
Service and Engagement

Evidence to assess the quality of service and engagement may include:

• 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.

From the Working Draft of UNT Policy 06.006
Service and Engagement (cont’d)

• Initiation and promotion of projects that advance the department, college, and/or University and improve their internal and external reputations.
• Other evidence as defined by the unit (e.g., department or college).

From the Working Draft of UNT Policy 06.006
Evidence of teaching excellence for **promotion to Senior Lecturer** may include, but is not limited to:

- Outstanding SPOT and peer teaching evaluations.
- The development and/or publication of high quality instructional materials.
- Commendations of teaching excellence from colleagues.
- Engagement in effective advising and mentoring of students.

*From the Working Draft of UNT Policy 06.006*
Evidence of teaching excellence for **promotion to Senior Lecturer** may include, but is not limited to:

- Experience conducting high quality instructional development seminars at UNT, or elsewhere, or the publication of articles in the area of instructional development;
- Formal recognition by University, college/school, department, or professional group for high quality teaching.

From the Working Draft of UNT Policy 06.006
Promotion to Senior Lecturer: When?

- Rule of Thumb: One should have at least 3 years (6 semesters) of full-time college-level teaching before applying.
- Professional experience may count.
- Work with your chair to determine the opportune time for promotion.

But: college rules can differ!
Senior Lecturers may apply for **promotion to the rank of Principal Lecturer**. Successful candidate for Principal Lecturer will demonstrate that they:

- have a record of sustained excellence in teaching;
- and have a record of long-standing effective mentoring.
Promotion to Principal Lecturer:

**When?**

- **Rule of Thumb**
- **One should have:**
  - at least 5 years (10 semesters) of full-time college-level teaching before applying
  - At least 2 years (4 semesters) at the rank of Senior Lecturer
- Professional experience may count.
- Work with your chair to determine the opportune time for promotion.

But: college rules can differ!
To Do’s

✓ Identify an achievable set of personal and professional goals and develop a realistic plan to meet them.
✓ Align your time with your department’s and UNT’s priorities. What can you contribute?
✓ Time management: ensure that your goals are realistic and doable.
✓ Meet often with your chair and members of your PAC.
✓ Identify mentors for long-term success.
✓ Develop a network of accountability and support.
Dossier (VPAA-170a)

The official dossier for lecturer promotions must contain:

1. University Information Form (provided by Office of the Provost)
2. Complete, current CV
3. Self evaluation, personal narrative (not to exceed 750 words)
4. Department Promotion Requirements for Lecturers
5. Summary description of annual evaluations (provided by department Chair)
6. Summary evaluation of teaching effectiveness (provided by the department Chair)
7. Recommendation of department RPTC
8. Recommendation of department Chair
9. Recommendation of college RPTC
10. Recommendation of Dean
Approximate Timeline*

- **Early May**: Departments notify deans of possible promotion candidates
- **May-August**: Candidate prepares dossier
- **Late August**: Candidate submits dossier to chair
- **Mid-October**: Departmental recommendations go to dean
- **January**: Dean’s recommendation goes to Provost
- **Mid-Spring**: Provost’s decision

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