

DEPARTMENT OF KINESIOLOGY
UNIVERSITY OF MARYLAND EASTERN SHORE
PROMOTION AND TENURE GUIDELINES

I. INTRODUCTION

The Kinesiology Department is in compliance with (b) UMES Policy and Procedures on Promotion and Tenure of Faculty-campus Policy #: II – 1.00 (B): January 5, 2011;

Each department shall be responsible for developing and adopting criteria for appraising the qualities and performance of faculty members, including departmental chairpersons.

Promotion in rank shall be based on merit and cannot be considered automatic or simply the result of service to the university for a number of years. Moreover, successive reappointment or the completion of a specified period of service do not confer a right to appointment with tenure, except as described in University policy.

Pursuant to the preceding introductory statement, the following policy describes the criteria and procedures governing promotion and tenure for faculty in the Department of Kinesiology.

II. PROMOTION AND TENURE CRITERIA

A. Teaching and Student Advising

In order to adequately satisfy the requirements for teaching and student advising, the candidate for promotion must provide:

1. The annual evaluation of the departmental Chairperson to corroborate his or her teaching and student advisement effectiveness.
2. A summary of courses taught.
3. A summary of student evaluation forms for all courses taught (when these are not available, the Chairperson's annual evaluation will be utilized for this purpose)
4. Letters from students and peers.

Examples of creative accomplishments for which credit should be given may include, but are not limited to the following:

1. Curriculum development
2. Course development and/or revision
3. Member of Professional Review Committee
4. Faculty development
5. Teaching Award
6. Alumni Evaluation
7. Authorship of handbooks, manuals or textbook supplement

B. Research and Scholarship

To successfully meet the requirement for research and scholarship, the faculty member must have:

1. Published articles/abstracts in a referred professional journal- in Kinesiology, Exercise Science or Applied Health.
2. Letters from professional peers addressed to the Chairperson recommending promotion and/or tenure.

Examples of other scholarly activities for which credit should be given may include, but are not limited to the following:

1. Author book(s)
2. Author of a grant
3. Co-author of a grant
4. Non-refereed journal articles/abstracts
5. Invited paper(s)
6. Presentation of papers at professional meetings
7. Editor of newsletter
8. Journal reviewer
9. Newsletter/bulletins/fact sheets
10. Article in newsletter, trade journal
11. Editor of a book(s)

C. University and Community Service

The successful candidate for promotion or tenure must demonstrate significant contributions to the University of Maryland Eastern Shore and community.

UNIVERSITY SERVICE: Contributions in this area may include but are not limited to the following:

1. Chairperson of committees
2. Member of committees
3. Contribution of Extra-Curricula Activities
4. Organizer of Conferences and Workshops
5. Development of New Programs of Courses

III. EVALUATION SCALE

The subsequent rating scale will be utilized to evaluate candidates for promotion and tenure from the Department of Kinesiology. Faculty members of the Department of Kinesiology usually teach 12 credit hours per semester with multiple preparations.

I.	Teaching and Student Advising	1-60 points
II.	Research and Scholarship	1-20
III.	University and Community Service	<u>1-20</u>

A successful candidate must receive 70% or better on the above 100- point scale.