

Statement Required by Section 7.12 of the Regulations Concerning Faculty Tenure

DEPARTMENT OF HEALTH, PHYSICAL EDUCATION AND RECREATION

College of Education and Human Service Professions
University of Minnesota, Duluth

I. Introductory Statement

This document describes with specificity the indices and standards which will be used to evaluate whether candidates meet the general criteria in Section 7.11 of the Regulations Concerning Faculty Tenure (July 1, 1985). For a complete perspective, the reader is advised to review Section 7.11 and 7.12 in their entirety

II. Department Mission Statement

The mission of the Department of Health, Physical Education and Recreation is to promote healthful lifestyles for the purpose of conserving and improving the human organism. To achieve this mission faculty members are required to teach, pursue scholarship through research and professional service as defined in Section 7.11 of "The Regulations Concerning Faculty Tenure" (July 1, 1985)

III. Criteria for Tenure

The basis for awarding indefinite tenure is the determination of the achievement demonstrated and the potential to contribute significantly to the mission of the University and its programs of teaching, scholarship and service. To be awarded indefinite tenure a faculty member will be expected to have demonstrated effectiveness in teaching, productivity in scholarship, and achievement in service.

The primary criteria will be (a) effectiveness in teaching and (b) professional distinction in scholarship. Because of the diversity within the department in the distribution of responsibilities, the emphasis on each may vary. Faculty with the majority of their assignments in teaching will be evaluated accordingly. Faculty whose major responsibility is research will be evaluated primarily on the criterion concerning scholarship. Discipline-related service contributions will also be considered but are secondary to teaching and scholarship. Accomplishments in all three areas must be demonstrated.

The department observes all applicable University and College guidelines and criteria for promotion and tenure decisions.

A. Teaching

1. Instructional effectiveness
2. Quality of course content
3. Academic advisement
4. Professional development

B. Research

1. Published materials
 - o Publications in referred journals
 - o Single-author books or other instructional materials
 - o Articles in non-referred journals, if positively evaluated through a peer review process
 - o Multi-author books, editor of books or other instructional materials including authorship of individual chapters
 - o Published reviews or critiques
 - o Articles in other media, if positively evaluates through a peer review process.
2. Other scholarly activity and creative productivity
 - o Papers selected for presentation at national professional meetings.
 - o Design and development of materials or innovative techniques and procedures, if positively evaluated through a peer review process.
 - o Grant development which results in reports which are published or subjected to peer review process.

C. Service contributions

1. Professional leadership
2. Editor, editorial board member or referee for a professional journal or similar publication.
3. Panel member, moderator, workshop leader, or participant in planning a conference or other professional meeting.
4. Private or public community service
5. Coordination of private or public programs
6. Active membership in professional organizations
7. Institutional governance and other contributions to department, collegiate and university welfare.

IV. Promotion

A. To Associate Professor

Promotion to Associate Professor with tenure is based on effectiveness in teaching and professional distinction in scholarship. When extraordinary distinction in either teaching or research is achieved, then the other criterion may be met by achieving a departmental acceptable threshold of performance.

B. To Professor

Promotion to Professor is based upon, in addition to the criteria used for Associate Professor, a national or international professional reputation, support from the recognized leaders in the field, and a history of disciplinary excellence.

V. Procedures

The Department complies with the procedures for promotion and conferral of indefinite tenure set forth in Section 201.000 of the collective bargaining agreement between the Regents of the University of Minnesota and the University Education Association.