

PROMOTION AND TENURE

The College of Education is currently in the process of developing College and Departmental level Promotion and Tenure Guideline documents. We anticipate having these documents completed with Dean and Provost approval by January 2016.

Departmental and college guidelines/policies are subject to policies promulgated at the university levels. In the case of promotion and tenure, guidelines provided by the Office of the Provost form the basis of all promotion and tenure decisions. While a college or department may choose to implement more rigorous standards than those detailed in the university-level promotion and tenure guidelines, a college or department may not implement policies that result implicitly or explicitly in the application of less rigorous standards than detailed in the university-level promotion and tenure guidelines. It is the obligation of the chair of the department (and by extension the Dean of the College) to make all new tenured or tenure-track faculty members aware in writing of not only the university-level promotion and tenure guidelines but also any college or departmental level policies or procedures that may impact their tenure and/or promotion.

“The basic criteria and standards of the University of Houston reflect a commitment to academic excellence. It is the expectation that faculty members shall meet the highest standards of their disciplines within the domains of teaching, scholarship, and service. Specifically, candidates for promotion are to demonstrate their effectiveness as teachers and that they have advanced knowledge or creativity in their respective disciplines or made significant creative contributions in their academic areas. This should be substantiated by appropriate publications, reviewed presentations or other appropriate publicly available communications. Service may involve contributions to departmental and college efforts, to campus-wide activities or to external professional organizations” (UH P&T Guidelines, 2014-2015).

These guidelines for professional evaluation of tenured and tenure-track members of the University of Houston's College of Education are prepared as a general document without reference to particular individuals or configurations of accomplishment. They do not prescribe a uniform roster of accomplishments that must be achieved by all candidates for tenure or promotion. Rather, they suggest ways of evaluating accomplishments in research, teaching, and service by allowing flexibility in assigning relative weights to these three activities.”

The College of Education **adheres** to the University of Houston Promotion & Tenure Guidelines and process. Information on the College of Education Promotion and Tenure Committee can be found in Section 9.1 of the College's Constitution.

College of Education Constitution – [approved May 2015](#)

University of Houston Promotion & Tenure Guidelines –[P&T Guidelines](#)

College of Education Promotion & Tenure Guidelines – *tentative completion and approval, 01/2016*

CUIN Promotion & Tenure Guidelines – *tentative completion and approval, 01/2016*

ELPS Promotion & Tenure Guidelines – *tentative completion and approval, 01/2016*

PHLS Promotion & Tenure Guidelines – *Department Approval (5/21/15), Dean Approval (5/29/15), Provost Approval (TBD)*