

Department of Exercise Science and Pre-Health Professions Rank and Tenure Guidelines

Teaching

For Tenure

Demonstrates competence in teaching as evidenced by:

- Student course evaluation scores
 - Adjusted IDEA scores consistently between 3.5 – 4.0 for Overall Rating (Average of Excellent Teacher and Excellent Course) and Progress on Relevant Objectives
 - Student Comments (Qualitative Summary) are consistently positive
- Another measure of professional competence in teaching*
- Positive student and peer letters for rank and tenure
- The candidate's personal statement and the Chair's letter

For Rank of Associate Professor

Demonstrates a high level of professional competence in teaching as evidenced by:

- Meeting all criteria for tenure and demonstrating consistent effectiveness in teaching
 - Adjusted IDEA scores are consistently ≥ 4.0 for Overall Rating (Average of Excellent Teacher and Excellent Course) and Progress on Relevant Objectives
 - Student Comments (Qualitative Summary) are consistently positive

For Rank of Professor

Maintains a high level of professional competence in teaching as evidenced by:

- Meeting all criteria for tenure and demonstrating a consistent record of distinguished teaching
 - Adjusted IDEA scores consistently ≥ 4.0 for Overall Rating (Average of Excellent Teacher and Excellent Course)
 - Student Comments (Qualitative Summary) are distinctly positive
 - Recognized by students or peers for teaching success

*Another measure of professional competence in teaching may include but is not limited to: chair course review; peer course review; providing evidence of student learning; providing evidence of teaching innovations and related professional development; demonstrating a commitment to continued development as a teacher by attending workshops or pedagogically-oriented conferences; describing course development or revision; describing program development or revision; illustrating how assessment data was used to make program or course changes; teaching awards/recognition (see 2015 Faculty Handbook and the current CCAS Guidelines for Rank and Tenure)

Scholarship

For Tenure

Demonstrates a positive trajectory of scholarly achievement as evidenced by:

- 2-3 peer reviewed publications or equivalent scholarly achievements* with evidence of meaningful contribution to the field and quality of venue
- 2-3 scholarly or professional presentations* at regional/national/international conferences
- Mentoring undergraduate research at Creighton University as indicated by:
 - Student presentations at local (CURAS, St. Albert's Day, Honor's Day) or regional meetings

For Rank of Associate Professor

Demonstrates an emerging record of recognized scholarly achievement as evidenced by:

- 4-5 peer reviewed publications or equivalent scholarly achievements* with evidence of primary authorship and substantial efforts since coming to Creighton University
- 4-5 scholarly or professional presentations* at regional/national/international conferences
- Mentoring undergraduate research at Creighton University as indicated by:
 - Student presentations at local (CURAS, St. Albert's Day, Honor's Day) or regional meetings
- Submission of one or more grant applications (intramural or extramural)

For Rank of Professor

Demonstrates an established record of nationally recognized scholarly achievement as evidenced by:

- 6-8 additional peer reviewed publications or equivalent scholarly achievements* since promotion to associate professor, preferably with evidence of primary authorship
- Regular participation at regional/national/international meetings, with 1-2 scholarly presentations annually; invited or peer reviewed presentations at large meetings are particularly significant
- Maintains ongoing undergraduate research at Creighton University as indicated by:
 - Student presentations at local (CURAS, St. Albert's Day, Honor's Day), regional and/or national meetings
 - Students included as co-authors on peer reviewed publications
- Principle investigator of at least one extramural grant (industry or federally funded) or two funded intramural grants

*Examples of equivalent scholarly achievements include:

Authorship of textbook (significant), laboratory manual, or other pedagogical materials (i.e. software programs); invited review papers in peer reviewed journals, invited book reviews, invitations to participate in national/international symposia; invited seminars at other institutions

Equivalencies for Peer Reviewed Publications

2 non-peer-reviewed publications = 1 peer-reviewed co-author publication

Lead author of a refereed review = 2 peer-reviewed lead author publications

1 chapter = 1 peer-reviewed lead authored publication or 3 co-authored publications

Equivalencies for presentations

2 regional = 1 national

1 international = 2 national

Service

For Tenure

The faculty member is active in service consistent with the mission of Creighton University as demonstrated by:

- Student advising
- Contributions to service activities in the department (i.e. retention/recruitment events; major/minor fair; major's club, etc.)

For Rank of Associate Professor

The faculty member provides evidence of active service consistent with the mission of Creighton University as demonstrated by:

- Meeting the service criteria for tenure
- Membership on department, college or university committees
- Service to the profession*
- Participation in service that complements teaching and scholarship
- Participation in service in the spirit of the Catholic and Jesuit mission of Creighton University to include community service

For Rank of Professor

The faculty member provides evidence of recognized leadership in service consistent with the mission of Creighton University as demonstrated by:

- Maintaining the service criteria for tenure
- Mentoring colleagues
- Leadership on committees and in organizations
- Leadership in the department, college, or university
- Recognized service to the profession*
- Leadership/participation in service in the spirit of the Catholic and Jesuit mission of Creighton University to include community service

*Examples of professional service include but are not limited to: service as a peer reviewer for journals, publishers or grant agencies; member of an editorial board; service on an internal/external program review, etc.