**8. TENURE AND PROMOTION CRITERIA**

**UF TENURE AND PROMOTION CRITERIA**

The University’s criteria for granting tenure, promotion or permanent status shall be relevant to the faculty member’s assignment and to their performance of the duties and responsibilities expected of a member of the university community. These criteria recognize three (3) broad categories of academic service as follows:

1. Teaching - Instruction, including in person classroom teaching, distance/executive/continuing education, direction of theses and dissertations, and extension education programs.
2. Research – Research or other scholarship and creative activities. Reminder: All tenure-track faculty must have a minimum of 10 percent of their time assigned to research.
3. Service – Public and professional.

Each faculty member shall be given assignments that provide equitable opportunities, in relation to other faculty members in the same department, to meet the required criteria for promotion, tenure and permanent status. Extension contributions in academic service may be inclusive of the three broad categories described above.

In most cases, tenure and promotion require “distinction” in at least two areas, teaching and research, unless the faculty member has an assignment that primarily reflects other responsibilities, such as the Cooperative Extension Service or a clinical assignment. Merit should be regarded as more important than variety of activity. “Distinction” is defined by the University and clarified by each college and department in terms tailored to the college and to department disciplines and consistent with University standards.

**IFAS AND DEPARTMENTAL DISCIPLINE-SPECIFIC CLARIFICATIONS OF THE UF CRITERIA**

Faculty members are expected to perform at an outstanding level in their assigned areas of responsibility with productivity that is proportional to their assignment. Regardless of the number of functional areas of assignment, it is expected that the faculty member will meet the professional responsibilities normally expected for service.

**College of Agricultural and Life Sciences (Teaching):**

For faculty with a teaching assignment, evidence of distinction as an educator for that portion of FTE assigned to teaching is necessary for tenure and/or promotion. Distinction may be evidenced in a number of ways, including course and curriculum development and improvement, student and peer evaluations of instruction and advisement, and involvement in counseling students in programs of study and research including academic advising, service on graduate committees, and supervision of masters’ theses, doctoral dissertations and other student research and Extension activities. Other indicators of distinction include the development and use of innovative teaching methods, teaching contracts and grants, relevant publications, software and other creative activities (the scholarship of teaching), as well as teaching awards and the faculty member’s involvement in professional development opportunities designed to enhance teaching proficiency and service to students.

**Florida Agricultural Experiment Station (Research):**

For faculty with a research assignment, distinction in the scholarship of discovery, innovation and applications-based research is necessary for tenure and/or promotion. There must be evidence of an organized, significant and long-term research program with sustained scholarly output proportional to the percent of FTE assigned to research. Demonstration of competence in design, conduct, interpretation and communication of original research must be documented. Research distinction may be evidenced by scholarly work published in refereed journals, publications for use by producers and other clientele, and scholarly products and activities such as books, patents, cultivar releases, software and other creative works. Other indicators include extramural support, interdisciplinary or cooperative research efforts, and scholarly presentations at professional meetings and conferences. Service on graduate committees and supervision of masters' candidates and/or doctoral candidates to degree completion is required. Faculty are expected to co-author refereed journal articles with supervised graduate students.

**Florida Cooperative Extension Service (Extension):**

For faculty with an extension assignment, effective contribution to the planned non-degree educational programs of UF/IFAS for that portion of FTE assigned to extension is necessary for tenure, permanent status, and/or promotion. State Extension faculty members are expected to show evidence of collaboration with county faculty in their programs and involvement in in-service education for professional development of county faculty. Distinction in Extension may be evidenced by effectiveness in obtaining, integrating and organizing educational resources into programs directed to meet the needs of extension clientele (general public, producers, industry groups, families, youth and other relevant audiences); the design and implementation of educational experiences (the scholarship of application) appropriate to priority needs identified; the packaging of research based information into program materials such as bulletins, fact sheets, newsletters, mass media messages, electronic publications, distance education, and public displays; and documentation of educational program impacts. Other indicators include participation in professional development and training opportunities to remain current with scientific and methodological developments, extramural funds received, and recognition by peers and clientele as a leader in the assigned areas of responsibility.