
**GUIDELINES AND CRITERIA
FOR
TENURE EVALUATION**

THE UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER

COLLEGE OF ALLIED HEALTH

MAY 2006



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TABLE OF CONTENTS

INTRODUCTION	1
FACULTY TENURE	1
TEACHING	2
RESEARCH / SCHOLARLY ACHIEVEMENT	2
SERVICE	3

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INTRODUCTION

In compliance with Section 3.7 of the *University of Oklahoma Health Sciences Center Faculty Handbook*, the College of Allied Health has adopted guidelines for evaluating the performance of its faculty who are to be considered for tenure. This document is intended to extend and elaborate, not abridge, faculty personnel policy as set forth in the *Faculty Handbook*.

The mission of the College of Allied Health is to educate allied health students at the undergraduate, graduate, and post-professional levels for Oklahoma and the global community; to expand knowledge in the allied health professions through research, scholarship and policy development, and to provide allied health professional service to the University, Oklahoma, and to society.

FACULTY TENURE

The College of Allied Health is committed to hiring faculty who are capable of becoming qualified for tenure within the six-year pre-tenure period approved by The University of Oklahoma Regents. Evaluation of faculty performance is a continuous process during the pre-tenure period. Pre-tenure faculty and their Chairmen will meet on an annual basis for discussion and advisement on progress in meeting tenure requirements. The College of Allied Health is committed to providing an atmosphere that supports faculty in becoming qualified for tenure. As stated in the current *University of Oklahoma Health Sciences Center Faculty Handbook*, Section 3.12 (2003):

Tenure implies a mutual responsibility on the part of the University and the tenured faculty member. In granting tenure to a faculty member, the University makes a commitment to his or her continued employment subject to certain qualifications. The University expects that tenured faculty members will maintain the level of performance by which they initially earned tenure.

The tenure decision shall be based on a thorough evaluation of the candidate's total contribution to the College and the mission of the Department and to the mission of the University. While specific responsibilities of faculty members may vary, all evaluations for tenure shall address the manner in which each candidate has performed as described in the professional activities of the faculty section of the *OUHSC Faculty Handbook*.

Professional Activities of the Faculty

- Teaching
- Research/Scholarly Achievement
- Professional Service

All candidates for tenure must have displayed a record of substantial accomplishment in each of these three areas (teaching, research/scholarly achievement, and professional service) and evidence of excellence in two areas. Above all else, it is essential to any recommendation that tenure be granted that the faculty member has clearly demonstrated scholarly attainment in teaching, research/scholarly achievement, and service.

Tenure in the College of Allied Health requires a strong sustained record of teaching and research/scholarly achievement. Competence in teaching is expected of all faculty at all ranks whether in pre-tenure, tenured, or consecutive term appointments. Service activities are also expected of all faculty in all academic ranks whether pre-tenure, tenured, or consecutive-term. Service activities with a clear scholarly basis are considered for tenure purposes.

TEACHING

Documentation of teaching accomplishments should reflect the candidate's contribution, quality, innovation, and impact in the teaching-learning mission. Following are several examples of teaching activities relevant to tenure which should be documented. Similar relevant teaching activities may also be documented:

- Supervising thesis and/or dissertations.
- Developing new programs, courses, or major content areas.
- Completing and implementing major course revisions.
- Developing and presenting continuing education courses.
- Developing and implementing novel learning experiences including the use of technology.
- Presenting invited lectures.
- Mentoring, supervising, and evaluating graduate students or residents' teaching.
- Receiving teaching awards.

RESEARCH / SCHOLARLY ACHIEVEMENT

Documentation of research/scholarly accomplishments should be evaluated against the national standards in the discipline or professional areas. The candidate's research/scholarly achievement must be reflected by dissemination of the candidate's work in peer-reviewed formats. The following activities represent the types of accomplishments required for tenure. Similar relevant research activities and scholarship may also be documented.

- Developing a sustainable program of research.
- Receiving an intramural grant that results in pilot data used to further the candidate's program of research.
- Receiving extramural grants or contracts.
- Publishing in refereed journals.
- Publishing monographs, book chapters, and books.
- Creating and disseminating educational strategies, including software, that are adopted regionally or nationally.
- Being cited in publications.
- Making peer-reviewed research presentations.
- Making invited research presentations.
- Receiving patents and/or accomplishing technology transfer.

SERVICE

Documentation of professional or clinical service should reflect contributions to the Department, the College, the University, or the profession. Service activities will be considered for tenure when supported by scholarship.

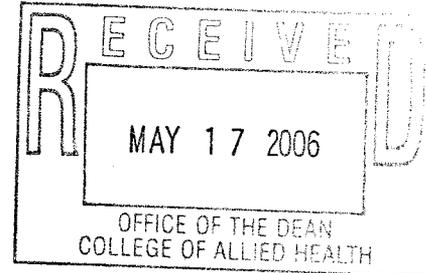


The University of Oklahoma
Health Sciences Center

OFFICE OF THE SENIOR VICE PRESIDENT AND PROVOST

May 15, 2006

Dr. Carole A. Sullivan
Dean, College of Allied Health
CHB 128
CAMPUS MAIL



Dear Carole:

At their meeting on May, 12, 2006, the University Regents approved the *College of Allied Health Tenure Guidelines* as presented. A copy is attached for your files.

Sincerely,

Joseph J. Ferretti, Ph.D.
Senior Vice President and Provost

JJF:pmb
Attachment(s)