

TEXAS A&M ESSENTIALS

provost.tamu.edu

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Tenure Process

Texas A&M University begins its tenure process during the recruiting phase. We only hire people on tenure-track who have shown the potential to be tenured. Indications of future success might include, for example, publications and presentations, as well as clear communication and organizational skills that would be needed for effective teaching and research. We make one-year appointments through the probationary period, which can last for up to seven years (extensions may be granted for unusual circumstances or child-rearing demands, for example). An annual review is required for every faculty member each year; it includes specific feedback about whether or not the performance trajectory is on track for tenure success. This does not guarantee tenure will be granted, but those who are not making satisfactory progress are not reappointed prior to the tenure decision. In the past decade, about 20% of the tenure track faculty leave in the first 5 years because they opt to do so, sometimes because they do not feel they will be successful and other times because they are recruited away. Another 20% have been asked to leave because of their low performance trajectory. Thus, by the time we are reviewing tenure cases, over 90% are successful, and often those destined to fail are withdrawn prior to rising beyond the college level. Our process for considering a case includes the submission of materials by the candidate. This submission must include:

- A three-page statement on their approach and philosophy in teaching, research, and service.
- A complete CV including designation of peer-reviewed publications, publications with students, all graduate students chaired, all teaching assignments, and all significant campus or professional service. Most fields also require invited presentations, conference appearances, teaching innovations, honors and awards.
- Submission of examples of teaching materials and summaries of student reviews of teaching (official data on student reviews provided by the department).
- Submission of examples of peer-reviewed publications or creative work.
- Names of potential external reviewers (and names of anyone who should not be asked for a review).

After this submission is made the following steps occur:

1. A Departmental T&P Committee reviews all submitted materials and the external letters received (either the department head or the head of the T&P committee must request these letters, not the candidate, and half should be from the candidate's recommended list and none from their do-not-ask list). At least 3 external letters must be obtained, but we prefer 5 to 7. Most external letters should be from peer or better universities, although peer departments are also acceptable. No letters should be from strong collaborators, previous advisors, or previous students. The T&P committee must write a separate report each on teaching, research, and service. Then they must write an overall conclusive report including the vote count rendered by the committee.
2. The department head must review all materials submitted by the candidate and committee and write a conclusive report and make a recommendation for or against tenure.



“We only hire people on tenure-track who have shown the potential to be tenured”

Resource:

[University Rule 12.01.99.M2](#) —
University Statement on Academic Freedom, Responsibility, Tenure and Promotion

3. All materials and reports except for samples of publications and teaching materials are forwarded to a college T&P committee, where a conclusive report and vote count rendered by the college-level committee is generated. The research and teaching materials are available upon request from this step onward
4. The dean must write a conclusive report and render a recommendation for or against tenure.
5. The Provost, with the advice of the Dean of Faculties and at least one other university administrator who holds tenure and after consultation with each dean, makes a recommendation to the President for each case.
6. The President makes a recommendation to the Chancellor, who makes recommendations to the Board of Regents.

Note that promotions for all ranks require the same steps except they do not require the Board approval. At Texas A&M University a candidate cannot be tenured if they have not been hired at, or are being promoted to, the associate professor or professor level.

