



TEXAS A&M UNIVERSITY
College of Agriculture
& Life Sciences

TEXAS A&M AGRILIFE

COALS Promotion and Tenure Homerun Series

March 20, 2024, 9-11 AM



Throwing Out the First Pitch

Policies and Guidelines

<https://faculty.aglifesciences.tamu.edu/promotion-tenure/>



University Policies and Guidelines

- University Promotion and Tenure Guidelines
- 12.01.99.M1 University Statement on Academic Freedom, Responsibility, Tenure and Promotion

College Guidelines

- COALS Guidelines for Faculty Evaluation
- Departmental Guidelines

1st Base: Take Me Out to the Ballgame



Focus on the Ball: The Essentials

- Regardless of your position on the field, we're all essential for winning the game
- Coaching and Communication – continuous mentorship and feedback
- You can't be too prepared; planning is everything
- More is not necessarily good; strategy is key





2nd Base: Stealing the Base

- It's all about the impact! Be concise and clear, accurately reflecting your specific contributions
- Must use the university's CV template
- Annotate to further articulate your contributions, impact and leadership





3rd Base: Are you Safe? Or Out?

Well-substantiated analysis of the scope (quality, productivity over time, trajectory for the future) based upon percent effort

Teaching: Holistic review of the scope, rigor, and quality of course offerings—moving beyond the student course evaluation; peer review of teaching materials, demonstration of continuous improvement, innovation and adjustments that impact student learning; mentorship and student awards

Research: Include a review of selected publication to demonstrate impact on the discipline and establishment of national/international reputation; *independence* through external funding and support/co-authorship with graduate students and *impact* on the profession

Service: Quality and impact; seen as a leader in the discipline



Homerun! We must score to win



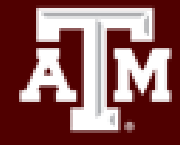
Play Ball!



Strikes



- **The impact statement should have an overview in the first paragraph in layperson terms**
- **Don't "pad" the dossier**
- **Don't include student awards or your award nominations in your awards section**
- **Candidate can't reach out to the external reviewers**
- **Once the dossier goes out for external review, it cannot be changed except through addendum (substantive additions or changes)**



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Q & A Play Ball!