

**Criteria for Promotion or Tenure  
Department of Kinesiology (Revised June 2, 2008)**

Faculty evaluation in the Department of Kinesiology at the Texas Woman's University (TWU) is designed to improve teaching, scholarship, service, and collegiality; provide a planning mechanism for faculty development; and/or delineate areas for faculty improvement which may lead to merit increases in salaries. In all, these goals are focused on improving the educational experience of students. One specific purpose of faculty evaluation is to provide a structure for systematically measuring progress toward change in academic rank and to substantiate consideration for tenure. This document outlines the specific Departmental criteria for teaching, research, service, and collegiality for promotion and tenure. The candidate must also meet the minimum University-wide teaching, research, and service standards applicable to promotion and tenure (September 1, 2008).

**Peer Review Committee (PRC) for Promotion or Tenure**

The Promotion Review Committee (PRC) for Promotion or Tenure in the Department of Kinesiology will use the procedures outlined in the University's Faculty Promotion and Tenure policy (September 1, 2008).

**Definitions**

Kinesiology encompasses the following areas: movement science, biomechanics, exercise physiology, adapted physical education/activity, sport management/administration, sport coaching, physical education/pedagogy, and motor learning/control/behavior/development.

The Department of Kinesiology will use the definitions for teaching, scholarship, and service as outlined in the University's Faculty Promotion and Tenure policy (September 1, 2008). The following definition is used for Collegiality:

Collegiality is demonstrated by sharing ideas, working cooperatively, and participating in shared decision making with (a) faculty in departmental meetings and committees, (b) committee members on student advising and research committees, and (c) other faculty and staff in the Department and in the University. It also includes providing professional support to other faculty members as they attempt to carry out their work and develop themselves professionally.

## **Standards for Tenure-Track Appointments, Promotions, and Tenure**

### Appointment to Assistant Professor

Initial appointment or promotion to the rank of Assistant Professor requires completion of a doctorate in Kinesiology or a discipline representing one of the program areas in Kinesiology. The candidate should also demonstrate a current capability and desire for excellence in teaching, scholarship, service, and collegiality, as well as, potential for significant accomplishments in these areas.

Minimal criteria for application within this rank for teaching, scholarly activities, service, and collegiality are provided in the Department of Kinesiology Criteria for Promotion Tables.

### Appointment or Promotion to Associate Professor

The faculty member's overall professional accomplishments should be of such high quality as to deserve the awarding of this rank. Minimal criteria for application within this rank for teaching, scholarly activities, service, and collegiality are provided in Department of Kinesiology Criteria for Promotion Tables.

### Appointment or Promotion to Professor

The rank of Professor is the highest academic rank and is awarded only in cases of clear and sustained records of exceptional quality. The rank is in recognition of attainment rather than length of service. Minimal criteria for application within this rank for teaching, scholarly activities, service, and collegiality are provided in Department of Kinesiology Criteria for Promotion Tables.

### Tenure

A faculty member must meet the criteria for associate professor to be considered for tenure. The granting of tenure must be based on the evidence of continuing high-quality professional performance in teaching, scholarship, and service. There is also the expectation for continued high-quality performance in the future.

## **Standards for Non-Tenure Track Lecturer Appointments and Promotions**

### Appointment to Lecturer I

Initial appointment or promotion to the rank of Lecturer I requires completion of the master's degree in Kinesiology or related area. The candidate should also demonstrate a current capability and desire for excellence primarily in teaching, scholarship, service, and collegiality, as well as, potential for significant accomplishments in these areas.

Minimal criteria for application within this rank for teaching, scholarly activities, service, and collegiality are provided in the Department of Kinesiology Criteria for Promotion Tables.

### Appointment or Promotion to Lecturer II

Minimal criteria for application within this rank for teaching, scholarly activities, service, and collegiality are provided in the Department of Kinesiology Criteria for Promotion Tables.

### Appointment or Promotion to Senior Lecturer

Minimal criteria for application within this rank for teaching, scholarly activities, service, and collegiality are provided in the Department of Kinesiology Criteria for Promotion Table.

**TEXAS WOMAN'S UNIVERSITY**  
**Tenure Track Requirements**  
**Department of Kinesiology Criteria (Revised June 2, 2008)**  
**Teaching**

<b>University Standards – Tenure Track Faculty Teaching Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ul style="list-style-type: none"> <li>• Candidate must have demonstrated capability and desire for excellence in teaching.</li> </ul>	Candidate must: <ul style="list-style-type: none"> <li>• Demonstrate excellence in all aspects of teaching.</li> <li>• Participate effectively in course development and evaluation.</li> <li>• Obtain membership on the Graduate Faculty in components with graduate programs.</li> </ul>	Candidate must: <ul style="list-style-type: none"> <li>• Demonstrate excellence in all aspects of teaching.</li> <li>• Demonstrate leadership in the development of academic programs</li> <li>• Maintain full membership on the Graduate Faculty, in components with graduate programs.</li> <li>• Serve as a resource to other faculty.</li> </ul>

<b>Department of Kinesiology Criteria – Tenure Track Faculty Teaching Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
Candidate must have: <ul style="list-style-type: none"> <li>• Demonstrated competence through written statements by professionals which document his/her understanding in the field or specialization, as well as, his/her ability to present material.</li> <li>• Two activities equivalent with the following:               <ol style="list-style-type: none"> <li>a. Evidence of good teaching in</li> </ol> </li> </ul>	Candidate must have: <ul style="list-style-type: none"> <li>• Demonstrated excellence in classroom teaching by departmental peer evaluations.</li> <li>• Demonstrated excellence in classroom teaching by student evaluations:               <ol style="list-style-type: none"> <li>a. University student evaluations</li> <li>b. Optional instructor generated evaluations</li> </ol> </li> </ul>	Candidate must have: <ul style="list-style-type: none"> <li>• Demonstrated continued and sustained excellence in classroom teaching by departmental peer evaluations.</li> <li>• Demonstrated continued and sustained excellence in classroom teaching by student evaluations:               <ol style="list-style-type: none"> <li>a. University student evaluations</li> <li>b. Optional instructor generated</li> </ol> </li> </ul>

<p>recommendations</p> <p>b. Teaching experience (e.g., public school, guest lecturer, GTA)</p> <p>c. Demonstrate teaching ability during the interview</p>	<p>c. Optional unsolicited student letter</p> <ul style="list-style-type: none"> <li>• Demonstrated excellence in depth of understanding in the field of specialization, as well as, his/her ability to present material as evidenced by written statements by professional peers outside the Department. Additional support could be demonstrated by college/ university teaching awards.</li> <li>• Chaired/co-chaired to completion at least two professional papers, theses, or dissertations and served as a member of professional papers, thesis, or dissertation committees.</li> </ul>	<p>evaluations</p> <p>c. Optional unsolicited student letter</p> <ul style="list-style-type: none"> <li>• Demonstrated continued and sustained excellence in depth of understanding in the field of specialization, as well as, his/her ability to present material as evidenced by written statements by professional peers outside the Department. Additional support could be demonstrated by college/ university teaching awards.</li> <li>• Chaired/co-chaired to completion at least two theses, or dissertations and served as a member of professional papers, thesis, or dissertation committees.</li> <li>• Demonstrated involvement and contribution in curriculum development/assessment within area of specialization and/or Department.</li> <li>• Served as a mentor to other faculty and graduate students in teaching and curriculum development.</li> </ul>
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**TEXAS WOMAN'S UNIVERSITY**  
**Tenure Track Requirements**  
**Department of Kinesiology Criteria**  
**Scholarship**

<b>University Standards – Tenure Track Faculty Scholarship and Other Creative Activity</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ul style="list-style-type: none"> <li>• Candidate should demonstrate a current capability and desire for excellence in scholarship as well as potential for significant accomplishments in this area.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in research and creative activities.</li> <li>• Share the results of the scholarly work in peer reviewed forums.</li> <li>• Seek internal or external funding as appropriate to the field.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Document a program of research and/or creative activities.</li> <li>• Serve as a research/creative mentor to colleagues/graduate students.</li> <li>• Seek and/or secure internal or external funding, as appropriate to the field.</li> <li>• Disseminate the results of scholarly work in peer reviewed forums.</li> </ul>

<b>Department of Kinesiology Criteria—Tenure Track Faculty Scholarship Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<p>Candidate must have:</p> <ul style="list-style-type: none"> <li>• Demonstrated capability in scholarship through               <ol style="list-style-type: none"> <li>a. Two or more presentations at professional meetings at state, national, or international level</li> <li>b. One or more publications in professional journal at state, national, or international level</li> </ol> </li> <li>• One activity equivalent with the</li> </ul>	<p>Candidate must have:</p> <ul style="list-style-type: none"> <li>• Demonstrated excellence in scholarship and dissemination of the results of the scholarly work:               <ol style="list-style-type: none"> <li>a. Five or more presentations at professional meetings at state, national, or international level</li> <li>b. Three or more peer-reviewed publications such as journal articles, books, and book chapters</li> </ol> </li> </ul>	<p>Candidate must have:</p> <ul style="list-style-type: none"> <li>• Demonstrated continued and sustained excellence in scholarship and dissemination of the results of the scholarly work:               <ol style="list-style-type: none"> <li>a. Five or more presentations at professional meetings at national or international level</li> <li>b. Three or more peer-reviewed publications such as journal articles, books, and book chapters</li> </ol> </li> </ul>

<p>following:</p> <ul style="list-style-type: none"> <li>a. Established laboratories and/or designed Equipment/computer programs</li> <li>b. Provided focus on a future scholarly agenda</li> <li>c. Post-doctoral fellowship</li> <li>d. Participated in a research laboratory or setting (e.g., Graduate Research Assistant)</li> </ul>	<ul style="list-style-type: none"> <li>• Two or more submitted internal or external proposals for funding of scholarly activities or obtaining contract services related to his/her scholarly activities.</li> </ul>	<p>which made a substantial contribution to the knowledge base</p> <ul style="list-style-type: none"> <li>• One or more funded internal or external grants/contracts related to his/her scholarly activities.</li> <li>• Developed a consistent research program or agenda.</li> <li>• Served as a mentor to other faculty and graduate students in research and grant writing.</li> </ul>
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**TEXAS WOMAN'S UNIVERSITY**  
**Tenure Track Requirements**  
**Department of Kinesiology Criteria**  
**Service**

<b>University Standards – Tenure Track Faculty Service Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ul style="list-style-type: none"> <li>• Candidate should demonstrate a current capability and desire for excellence in service, as well as, potential for significant accomplishments in this area.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Contribute in a positive way to the mission of the component, college and university.</li> <li>• Demonstrate leadership within the component and college.</li> <li>• Participate in recruitment, advising, and mentoring of students.</li> <li>• Demonstrate active involvement in professional and/or community organizations.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Contribute in a positive way to the mission of the component, college and university.</li> <li>• Demonstrate leadership within the university.</li> <li>• Demonstrate leadership within professional and/or community organizations.</li> <li>• Serve as a mentor to students/student organizations.</li> </ul>

<b>Department of Kinesiology Criteria – Tenure Track Faculty Service Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<p>Candidate must have:</p> <ul style="list-style-type: none"> <li>• Membership in state or national professional organizations.</li> <li>• One or more activities equivalent with the following or from a higher rank:               <ol style="list-style-type: none"> <li>a. Gave invited lecturers within or outside the university</li> </ol> </li> </ul>	<p>Candidate must have:</p> <ul style="list-style-type: none"> <li>• Membership in state or regional, and national or international professional organizations.</li> <li>• Participated in Departmental, College, or University functions.</li> </ul>	<p>Candidate must have:</p> <ul style="list-style-type: none"> <li>• Membership in state or regional, and national or international professional organizations.</li> <li>• Participated in Departmental, College, or University functions.</li> </ul>



<ul style="list-style-type: none"> <li>b. Received a service award or service citation</li> <li>c. Active in the community</li> <li>d. Participation in professional organizations</li> <li>e. Participation in department, college, or university committees</li> </ul>	<ul style="list-style-type: none"> <li>• Supervised one or more student teachers or graduate teaching assistants.</li> <li>• Participated in recruitment of students (e.g., state and national booths, University open houses).</li> <li>• Served on and chaired Departmental committees.</li> <li>• Two or more activities equivalent with the following: <ul style="list-style-type: none"> <li>a. Received a service award or service citation related to Kinesiology</li> <li>b. Been a consultant to local community organizations related to Kinesiology</li> <li>c. Serve on a committee or board of directors for a professional organization related to Kinesiology</li> <li>d. Promoted alumni relations</li> <li>e. Performed Department, College, or University administrative work</li> <li>f. Involved students in activities outside of class that contribute to personal and professional growth of students</li> <li>g. Served on a Program evaluation team</li> <li>h. Participated in public service and/or publicity (radio talks, television appearances, etc)</li> <li>i. Served on a state or national</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Supervised one or more student teachers or graduate teaching assistants.</li> <li>• Participated in recruitment of students (e.g., state and national booths, University open houses).</li> <li>• Served on Departmental committees.</li> <li>• Served on two or more University committees.</li> <li>• Served as a mentor to other faculty and graduate students.</li> <li>• Chaired one or more Departmental, College, University, or Faculty Senate Committees.</li> <li>• Three or more activities equivalent with the following: <ul style="list-style-type: none"> <li>a. Received a service award or service citation related to Kinesiology</li> <li>b. Served as a board member to local community organizations related to Kinesiology</li> <li>c. Served as a member or officer of a committee or board of directors for professional organizations related to Kinesiology</li> <li>d. Promoted alumni relations</li> <li>e. Performed Department, College, or University administrative work</li> </ul> </li> </ul>
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	<p>editorial board</p> <ul style="list-style-type: none"> <li>j. Reviewed scholarly publications</li> <li>k. Reviewed state or national research abstracts</li> <li>l. Served on at least one University committee</li> </ul>	<ul style="list-style-type: none"> <li>f. Involved students in activities outside of class that contribute to personal and professional growth of students</li> <li>g. Served on a Program evaluation team</li> <li>h. Participated in public service and/or publicity (radio talks, television appearances, etc)</li> <li>i. Served on a state, national , or international editorial board</li> <li>j. Reviewed peer-reviewed publications</li> <li>k. Reviewed national or international research abstracts</li> </ul>
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**TEXAS WOMAN'S UNIVERSITY**  
**Tenure Track Requirements**  
**Department of Kinesiology Criteria**  
**Collegiality**

<b>Department of Kinesiology Criteria – Tenure Track Faculty Collegiality Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
Candidate demonstrates that he/she works cooperatively with faculty/staff/peers by discussing and sharing ideas, and supporting each other in a collegial manner.	Candidate demonstrates that he/she works cooperatively with faculty/staff/peers by discussing and sharing ideas, and supporting each other in a collegial manner.	Candidate demonstrates that he/she works cooperatively with faculty/staff/peers by discussing and sharing ideas, and supporting each other in a collegial manner.

**TEXAS WOMAN'S UNIVERSITY**  
**Non Tenure Track Requirements**  
**Department of Kinesiology Criteria (Revised June 2, 2008)**  
**Teaching**

<b>University Standards – Lecturer Teaching Requirements</b>		
<b>Lecturer I</b>	<b>Lecturer II</b>	<b>Senior Lecturer</b>
<p>Initial appointment to the rank of Lecturer I ordinarily requires the completion of a master's degree and/or certification in the discipline, and a minimum of one year of teaching experience in the area of content expertise.</p>	<p>The candidate must:</p> <ul style="list-style-type: none"> <li>• Participate effectively in course development and evaluation.</li> <li>• Serve as a faculty advisor for students, as assigned.</li> <li>• Demonstrate excellence in all aspects of teaching.</li> <li>• Obtain assistant/associate/full membership on the Graduate Faculty, as appropriate.</li> <li>• Serve as content expert on professional paper/project committees, as appropriate.</li> </ul>	<p>The candidate must:</p> <ul style="list-style-type: none"> <li>• Participate effectively in course development and evaluation.</li> <li>• Serve as a faculty advisor for students, as assigned.</li> <li>• Demonstrate excellence in all aspects of teaching.</li> <li>• Obtain assistant/associate/full membership on the Graduate Faculty, as appropriate.</li> <li>• Serve as content expert on professional paper/project and/or thesis/dissertation committees, as appropriate.</li> <li>• Mentor students in content area(s) of expertise.</li> </ul>

<b>Department of Kinesiology Criteria – Lecturer Teaching Requirements</b>		
<b>Lecturer I</b>	<b>Lecturer II</b>	<b>Senior Lecturer</b>
<p>Candidate must have:</p> <ul style="list-style-type: none"> <li>• Demonstrated competence in his/her understanding and ability to present materials in the field of specialization as documented by professionals.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate in depth understanding in the field of specialization, as well as, <i>excellence</i> in his/her ability to present material as documented by</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate in depth understanding in the field of specialization as well as <i>continuous and sustained excellence</i> in his/her ability to present material as documented by written statements</li> </ul>

<ul style="list-style-type: none"> <li>• TWO activities equivalent with the following or from a higher rank with quality judged by Department PRC: <ul style="list-style-type: none"> <li>a. Evidence of good teaching in recommendations</li> <li>b. Teaching experience (e.g., public school, guest lecturer, GTA)</li> <li>c. Demonstrate teaching ability during the interview</li> </ul> </li> </ul>	<p>written statements by professional peers (both inside and/or outside of the College of Health Sciences).</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in teaching as judged based on course outlines, examinations, reference lists, and other teaching materials.</li> <li>• Indicate <i>excellence</i> in classroom and in student conferences- as evidenced by student information used in evaluating teaching performance such as: <ul style="list-style-type: none"> <li>a. University student evaluation</li> <li>b. Instructor generated evaluation</li> <li>c. Unsolicited student letters</li> </ul> </li> <li>• Competence in academic advising of undergraduate majors</li> </ul>	<p>by professional peers (both inside and/or outside of the College of Health Sciences).</p> <ul style="list-style-type: none"> <li>• Demonstrate <i>continuous and sustained excellence</i> in teaching as judged based on course outlines, examinations, reference lists, and other teaching materials.</li> <li>• Indicate <i>continuous and sustained excellence</i> in classroom and in student conferences- as evidenced by student information used in evaluating teaching performance such as: <ul style="list-style-type: none"> <li>a. University student evaluation forms</li> <li>b. Instructor generated evaluation</li> <li>c. Unsolicited student letters</li> </ul> </li> <li>• Continued competence in academic advising of undergraduate majors</li> </ul>
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**TEXAS WOMAN'S UNIVERSITY**  
**Non Tenure Track Requirements**  
**Department of Kinesiology Criteria**  
**Scholarship**

<b>University Standards – Lecturer Scholarship Requirements</b>		
<b>Lecturer I</b>	<b>Lecturer II</b>	<b>Senior Lecturer</b>
	<p>The candidate must:</p> <ul style="list-style-type: none"> <li>• Share content expertise with colleagues.</li> <li>• Receive recognition as an expert in a content area through scholarly or professional presentations at local or state level and/or through scholarly or professional publications.</li> </ul>	<p>The candidate must</p> <ul style="list-style-type: none"> <li>• Serve as a resource to colleagues in content area of expertise.</li> <li>• Obtain and/or maintain national certification in content area, when applicable.</li> <li>• Receive peer recognition as an expert in content area through scholarly and/or professional presentations at regional or national level and/or through scholarly or professional publications.</li> </ul>

<b>Department of Kinesiology Criteria – Lecturer Scholarship Requirements</b>		
<b>Lecturer I</b>	<b>Lecturer II</b>	<b>Senior Lecturer</b>
<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Discuss and seek active involvement in scholarly activities with others and share ideas.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate dissemination of scholarly work as evidenced by two or more presentations at professional meetings at local, regional, state, national, or international level.</li> </ul>	<p>Candidate must :</p> <ul style="list-style-type: none"> <li>• Demonstrate dissemination of scholarly work as evidenced by two or more presentations at professional meetings at regional, state, national, or international level.</li> </ul>



**TEXAS WOMAN'S UNIVERSITY**  
**Non Tenure Track Requirements**  
**Department of Kinesiology Criteria**  
**Service**

<b>University Standards – Lecturer Service Requirements</b>		
<b>Lecturer I</b>	<b>Lecturer II</b>	<b>Senior Lecturer</b>
	<p>The candidate must</p> <ul style="list-style-type: none"> <li>• Contribute in a positive way to the mission of the component, college, and university.</li> <li>• Participate in component, campus, and/or college task forces or committees.</li> <li>• Participate in component, campus or college student recruitment activities.</li> <li>• Maintain active involvement in professional organizations.</li> </ul>	<p>The candidate must:</p> <ul style="list-style-type: none"> <li>• Contribute in a positive way to the mission of the component, college, and university.</li> <li>• Serve in a leadership role on department, component or college committees and/or task forces.</li> <li>• Demonstrate active involvement in component, campus, college or university student recruitment activities.</li> <li>• Demonstrate active involvement in professional organizations.</li> </ul>

<b>Department of Kinesiology Criteria – Lecturer Service Requirements</b>		
<b>Lecturer I</b>	<b>Lecturer II</b>	<b>Senior Lecturer</b>
<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Seek membership in local, state, or national professional organizations.</li> <li>• Demonstrate ONE activity equivalent with the following : <ul style="list-style-type: none"> <li>a. Invited lecturers within or outside the university</li> <li>b. Service awards and citations</li> <li>c. Service to community</li> </ul> </li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Obtain membership in local, regional, state, or national professional organizations.</li> <li>• Attend and provide active input at departmental, college, and/or university functions.</li> <li>• Be an active contributing member of departmental committees.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Maintain membership in regional, state, or national professional organizations.</li> <li>• Attend and provide active input at departmental, college, university functions including leadership and mentoring.</li> <li>• Be an active contributing member of departmental committees including leadership and mentoring.</li> </ul>



<p>d. Service to professional organization</p> <p>e. Service on a department, college, or university committee</p>	<ul style="list-style-type: none"> <li>• Chair departmental committees.</li> <li>• Mentor and supervise graduate teaching assistants.</li> <li>• Participate in recruitment of students.</li> <li>• Have TWO activities equivalent with the following: <ul style="list-style-type: none"> <li>a. Invited lecturers within and outside the university</li> <li>b. Received a service award and/or citation</li> <li>c. Been a consultant to local community organizations related to expertise</li> <li>d. Served as officer or on board of directors for professional organizations related to Kinesiology</li> <li>e. Promoted alumni relations</li> <li>f. Documentation of efforts to recruit students</li> <li>g. Department and College administrative work</li> <li>h. Involved students in activities outside of class that contribute to their personal and professional growth</li> <li>i. Member or chair of a school or program evaluation team</li> <li>j. Participated in public service and/or publicity (radio talks, television appearances, etc)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Chair departmental committees, as well as, be a member of one or more university committees.</li> <li>• Mentor and supervise graduate teaching assistants.</li> <li>• Participate in recruitment of students.</li> <li>• Have THREE activities equivalent with the following: <ul style="list-style-type: none"> <li>a. Invited lecturers within and outside the university</li> <li>b. Received a service award and/or citation</li> <li>c. Been a consultant to local community organizations related to expertise</li> <li>d. Served as officer or on board of directors for professional organizations related to Kinesiology</li> <li>e. Promoted alumni relations</li> <li>f. Documentation of efforts to recruit students</li> <li>g. Department and College administrative work</li> <li>h. Involved students in activities outside of class that contribute to their personal and professional growth</li> <li>i. Member or chair of a school or program evaluation team</li> <li>j. Participated in public service</li> </ul> </li> </ul>
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		and/or publicity (radio talks, television appearances, etc)
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**TEXAS WOMAN'S UNIVERSITY  
Non Tenure Track Requirements  
Department of Kinesiology Criteria  
Collegiality**

<b>Department of Kinesiology Criteria – Lecturer Collegiality Requirements</b>		
<b>Lecturer I</b>	<b>Lecturer II</b>	<b>Senior Lecturer</b>
Candidate demonstrates that he/she works cooperatively with faculty/staff/peers by discussing and sharing ideas, and supporting each other in a collegial manner.	Candidate demonstrates that he/she works cooperatively with faculty/staff/peers by discussing and sharing ideas, and supporting each other in a collegial manner.	Candidate demonstrates that he/she works cooperatively with faculty/staff/peers by discussing and sharing ideas, and supporting each other in a collegial manner.

