

## Guidelines for Review, Reappointment, and Promotion of Full-time Lecturers, Professors of Practice, and Clinical Faculty

1. All full-time lecturers, professors of practice, and clinical faculty at The University of Texas Rio Grande Valley (UTRGV) must undergo annual faculty evaluations as stipulated by The University of Texas System Board of Regents' *Rules and Regulations* and UTRGV's HOP policies.
2. Each department and/or college must establish their performance standards/criteria for lecturers, professors of practice, and clinical faculty in accordance with UT System Regents' Rules and University general guidelines. These must be approved by the Chair, Dean, and the Provost. Faculty are required to submit a complete dossier of their work and will be evaluated based on applicable performance standards/criteria.
3. An evaluation is required as part of the recommendation to the Dean to reappoint (or not reappoint) a lecturer, professor of practice, or clinical faculty. The University may issue a memorandum of appointment upon a determination that doing so would benefit the institution (see The University of Texas System Board of Regents' *Rules and Regulations*, [Rule: 31001](#)). The renewal decision ends at the Dean's level.
4. If approved for reappointment by the Dean, the Provost will issue a Memorandum of Appointment (MOA) by the date in the [Faculty Evaluation Deadlines](#) or no later than 30 days prior to the beginning of the academic year. A faculty member accepting the reappointment must return their signed MOA to the Dean. The Dean's Office must send a copy of the signed MOA to the Office of the Provost.
5. After a minimum of the required years in rank\*, a faculty member may apply for promotion by submitting a complete dossier following the [Institutional Format for Faculty Review Dossier](#) by the established date in the [Faculty Evaluation Deadlines](#). Please note that a recommendation for renewal, while necessary for a promotion, does not automatically result in consideration for promotion to the next rank.
6. The faculty member seeking promotion must undergo a comprehensive evaluation pursuant to criteria established by the department/college in accordance with UT System Regents' Rules and University general guidelines. These must be approved by the Chair, Dean, and the Provost.
7. Only employment service as a full-time lecturer, professor of practice, or clinical faculty at UTRGV will count towards promotion.
8. The Provost will make the final determination for promotion.

**Required Years in Rank for Promotion at UTRGV\*:**

**Lecturer II:** Eligibility for promotion to this title requires at least three (3) years at the rank of Lecturer I.

**Lecturer III:** Eligibility for promotion to this title requires at least three (3) years at the rank of Lecturer II.

**Senior Lecturer:** Eligibility for promotion to this title requires at least six (6) years at the rank of Lecturer III.\*

**Associate Professor of Practice:** Eligibility for promotion to this title requires at least six (6) years of service at the rank of Assistant Professor of Practice.

**Professor of Practice:** Eligibility for promotion to this title requires at least six (6) years of service at the rank of Associate Professor of Practice.

**Clinical Associate Professor:** Eligibility for promotion to this title requires at least six (6) years of service at the rank of Clinical Assistant Professor.

**Clinical Professor:** Eligibility for promotion to this title requires at least six (6) years of service at the rank of Clinical Associate Professor.

\*With three (3) years at Lecturer I, three (3) years at Lecturer II, and six (6) years at Lecturer III, 12 total years within the lecturer ranks would be required to be eligible for promotion to Senior Lecturer.

**NOTE:** The salary increases for promotion referenced in the previous Guidelines document in effect prior to August 31, 2021 were used for all promotions effective September 1, 2021. These amounts may be modified based on the recommendations of the college compensation task forces once reviewed and approved.