

Criteria for Appointment and Evaluation Of Chairs, Professorships, and Fellowships

I. Chairs, Professorships

All individuals privileged to receive chairs or professorships should exemplify and help create a shared culture of scholarly engagement and leadership, both intellectual and artistic, bringing great benefit to the UTSA community.

Criteria for Appointment and Evaluation could include:

1. Research and Scholarship

- a. Publications in highly recognized and leading peer-reviewed journals.
- b. Recognized works, performances and exhibitions as defined by the applicant's discipline.
- c. Major funded research as defined by the applicant's discipline.
- d. Editorship, associate editorship, editorial board membership, and/or peer-reviewer for recognized leading peer-review journals.
- e. Elections or appointments to leadership positions in academic and/or national professional associations and societies.
- f. Honorary doctorates, fellowships, professorships.
- g. Awards for research excellence.
- h. Invited lectures.
- i. Patents awarded.
- j. National/international contributions to the discipline.

2. Teaching/Instruction

- a. Awards for teaching excellence.
- b. Mentorship activity with faculty or students.
- c. Co-authorships with students.
- d. Engagement in student development and student success initiatives.
- e. Leadership in curricular development for UTSA academic disciplinary programs, such as to propose new graduate programs or to substantially revise existing graduate and undergraduate programs.

3. Mentorship

- a. Evidence of creative products (performances, shows, publications and research/funding grants) accepted or approved for mentees by external entities including respected journals and funding agencies. Mentees include affiliated professional colleagues, junior faculty, trainees, and students.
- b. Creative products produced collaboratively with mentees (affiliated professional colleagues, junior faculty, trainees, students), especially those at UTSA. Such creative products can include manuscripts for publication, grants submitted for research and other funding, and professional presentations at national or regional research conferences, and performances or shows.
- c. Evidence of programmatic mentorship support for enrolled UTSA students to enhance their capacity for publication, grant development, and teaching. Such

support could include writing and grant development boot camps, other professional development and/or advising of affiliated graduate student organizations to enable and enhance student development.

- i. Awards and other recognition to affiliated mentees for work and development to which the endowed faculty member/professor contributed.

4. *Service*

- a. National recognition for service to their discipline and to the field of academia.
- b. Exemplary service within the university.

II. Faculty Fellowships

Fellowships are one-year appointments and can be used for distinguished scholars who are in temporary residence at UTSA, visiting scholars who are in temporary residence, UTSA faculty who have made unique contributions to academic life or to knowledge in their academic discipline, or who exhibit future promise in their intellectual field, and UTSA faculty of any rank, irrespective of tenure status, who have been selected for teaching excellence. Given the temporary and short-term nature of the appointment, selection and evaluation criteria should be tailored to the type of appointment being awarded using the relevant criteria listed above.

Additional criteria should be considered as appropriate to the donor agreement or in consultation with the chair/school director and dean.