

Department of Health, Sport, and Human Physiology
Criteria for Promotion to Associate Professor with Tenure

Approved by HSHP faculty July 22, 2025. Approved by the College July 22, 2025.

Faculty are expected to have served at the rank of assistant professor for a sufficient duration to have established a record in the areas of teaching, research, scholarship, or creative work, and of service that shows a strong positive trajectory and unmistakable promise of promotion to full professor. Most faculty members in the College serve a probationary period of six years. The following criteria are signs of a robust trajectory at the time of appointment to the rank of associate professor with tenure:

1. hold a doctorate or other terminal degree in the discipline or have equivalent training and experience as appropriate to the particular appointment, and
2. have an acknowledged record of success in undergraduate and graduate teaching, including successful direction of doctoral and/or master's candidates, evidenced by some but not necessarily all of the following metrics, as applicable,
 - a. Meaningful contributions to teaching of undergraduate and graduate courses; evidence of supportive student and faculty peer reviews of teaching; if opportunities arise, some contributions to curriculum development including developing new courses or revising existing courses;
 - b. Direct master's and/or doctoral students toward degree completion as primary mentor, supported by evidence of the following:
 - i. Graduate student research presentations (poster or oral) at University research days, and either regional or national or international conferences; and
 - ii. Graduate students with peer-reviewed publications as co-author, where first-author publications for doctoral students show an exceptional record of mentoring, and
 - c. Mentor undergraduate student research evidenced by presentations at University research days/festivals or regional or national conferences; and/or direct honors in the major research thesis to completion
3. have national recognition/reputation for a productive program of research, scholarship, or creative work; minimal metrics of success include:
 - a. Record of publication of high quality, peer-reviewed research/scholarship that represents a significant contribution to, and substantive advancement of, the candidate's field of study, with a demonstration of research independence through first and/or senior authorship of peer-reviewed publications of 'original' research (review articles, editorials and co-author publications are important but cannot be entire portfolio) using primary or secondary data analysis; and
 - b. Dissemination of research through a combination of academic conferences, professional or industry meetings, invited lectures at University, regional, national, or international conferences, media interviews and appearances, and/or other methods; and
 - c. Evidence of the following achievements related to external grant funding:
 - i. Evidence of funding from any of the following external sources/organizations:

1. federal (e.g., NIH, VA, NSF, DOD, NASA, etc.); or
 2. state; or
 3. industry; or
 4. foundation/non-profit (e.g., AHA, ADA, ACS, etc.)
 - ii. Note the following clarifications:
 1. Evidence of external funding should be accompanied by a consistent commitment to securing external funding to support the candidate's research program
 2. Funding from internal grants from the University of Iowa centers/institutes/colleges to fund research programs to support preliminary data/pilot studies and/or graduate student research can complement external funding, but cannot substitute for external funding
4. have participated in the professional activities of the discipline, in ways other than teaching and research; and
 - a. Examples include but are not limited to federal or private/non-profit or university grant review study sections; national or regional professional committee leadership positions; editor, associate editor or editorial boards of scientific journals; regional, national or international conference organizer; conference symposium chair, etc.
5. have established an appropriate record of departmental service.
 - a. This must include departmental service, and could include service on college, university or Center/Institute committees.