Procedure Statement

In accordance with System Policy 12.07 Fixed Term Academic Professional Track Faculty, Texas A&M University-San Antonio (TAMU-SA) has developed this procedure to establish a category of full-time faculty designated for university teaching and service.

This Procedure Supplements System Policy 12.07 Fixed Term Academic Professional Track Faculty

Official Rule/ Responsibilities/ Process

PROFESSIONAL TRACK FACULTY RANKS

1.1 Assistant Professional Track. This is an entry-level rank. Appointment to this rank generally requires the appropriate terminal degree although it is not a requirement. Promotion criteria include excellence in teaching for faculty with teaching responsibilities, or excellence in research or service, as appropriate for other appointments. Overall superior performance and potential for development are also expected as criteria for promotion.

1.2 Associate Professional Track. Appointment to this rank generally requires the appropriate terminal degree although this is not a requirement. It also requires significant experience related to the position responsibilities. Individuals holding the rank of Assistant Professional Track are eligible to be considered for promotion to the rank of Associate Professional Track after at least five years as an Assistant Professional Track.
1.3 **Senior Professional Track.** Appointment to this rank generally requires the appropriate terminal degree and a record of sustained performance in all areas of appointment. Individuals holding the rank of Associate **Professional Track** are eligible to be considered for promotion to the rank of Senior **Professional Track** after at least five years as an Associate **Professional Track**

2. **APPOINTMENT OF PROFESSIONAL TRACK FACULTY.** Prior to hire, faculty positions will be designated as Professional Track and the faculty workload will be established in accordance with the Faculty Workload procedure 12.03.99.O1.01.

3. **TERM OF appointment.** The term of appointment for a Professional Track faculty member can be from one to three years which is established on a case by case basis by the Dean of the College in consultation with the Vice President for Academic Affairs.

4. **EVALUATION OF PROFESSIONAL TRACK FACULTY.** Paragraph 4 of System Policy 12.07 addresses evaluation of professional track faculty.

5. **DISMISSAL OF A PROFESSIONAL TRACK FACULTY MEMBER.** Paragraph 5 of System Policy 12.07 addresses appointment of a professional track faculty member.

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**Related Policies**

System Policy 12.07 **Fixed Term Academic Professional Track Faculty**
TAMU-SA Rule 12.03.99.01 **Faculty Workload**

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**Definitions**

**Professional Track Faculty** – a category of full-time faculty who are designated as experts in specific areas to the university to include teaching or research.

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**Contact Office**
Office of the Provost
(210) 784-1200