

## 12.07.99.O0.01 Fixed-Term Academic Professional Track Faculty

Approved: September, 2013

Reviewed: August, 2015

September, 2024

Next Scheduled Review: September, 2029



TEXAS A&M UNIVERSITY  
SAN ANTONIO

---

### Procedure Statement

---

In accordance with Texas A&M University System (System) Policy [12.07 Fixed Term Academic Professional Track Faculty](#), Texas A&M University-San Antonio (A&M-San Antonio) 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 Procedure

---

#### 1. 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 A&M-San Antonio Procedure [12.03.99.O1.01 Faculty Workload](#).
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 *Fixed Term Academic Professional Track Faculty* addresses evaluation of professional track faculty.
5. **DISMISSAL OF A PROFESSIONAL TRACK FACULTY MEMBER.** Paragraph 5 of System Policy 12.07 *Fixed Term Academic Professional Track Faculty* addresses appointment of a professional track faculty member.

---

### **Related Statutes, Policies, or Requirements**

---

System Policy 12.07 [Fixed Term Academic Professional Track Faculty](#)

A&M-San Antonio Rule [12.03.99.O1 Faculty Workload](#)

A&M-San Antonio Procedure [12.03.99.O1.01 Faculty Workload](#)

---

### **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.

---

### **Contact Office**

---

Academic Affairs, Office of the Provost and Vice President for Academic Affairs (210) 784-1200

---