

Criteria for promotion and tenure

October 19, 2006

Contents

1	Department criteria for tenure and promotion from assistant professor to associate professor	49
1.1	Research	49
1.2	Teaching	50
1.3	Service	50
2	Department criteria for promotion from associate professor to full professor.	51
2.1	Research	51
2.2	Teaching	52
2.3	Service	52
3	What constitutes research in the department	53

1 Department criteria for tenure and promotion from assistant professor to associate professor

1.1 Research

In evaluating research the department will consider the quality of the faculty member's research effort. More specifically, the faculty member is expected to demonstrate the ability to build and sustain a successful research program, and to attain national recognition through the impact of his/her activities. Furthermore, the candidate is expected to show evidence of a long-term trajectory for their research activities and a long-term commitment to their scholarly work. The faculty member is expected to have worked effectively to fund his or her research program.

In listing its criteria for research the department, however, acknowledges the diversity of research in physics. Physics research ranges from individual research efforts to highly collaborative research efforts, and from research involving large-scale instrumentation to research involving just pen and paper. Thus expectations and opportunities for extramural funding, graduate student participation, publication rates, may vary widely from field to field. Therefore the items listed must be judged against the norms for the research field of the faculty member.

Evidence of a research effort that is commensurate with tenure and promotion from assistant professor to associate professor includes:

1. publications in well-respected refereed journals
2. presentations at conferences, meetings, and workshops
3. seminars and colloquia at research universities, national laboratories, etc.
4. submission and funding of proposals for extramural support of research activities (especially nationally competitive awards).
5. supervision of undergraduate students, graduate students, or post-doctoral researchers in research projects.

In general, the candidate is expected to have notable achievements in all these areas, although the distribution of these may vary. Further evidence of the overall strength of the research effort of the faculty member may include such items as:

1. awards or honors for research activities.
2. organization of scientific conferences, meetings, workshops.
3. editorship of refereed journals, conference proceedings, etc.
4. service as peer reviewer for refereed journals and/or funding agencies.
5. publication of research books, monographs or extensive review articles

1.2 Teaching

Departmental expectations for teaching performance are a solid record of effective, high-quality teaching at more than one level of instruction (lower-level service classes, intermediate-level physics classes, and upper-level graduate classes). The department also expects the careful, committed advising of undergraduate students and/or graduate students. The faculty member is expected to communicate effectively with students. Teaching methods, course content, and exams and homework are expected to be appropriate to the level of the course, and equity and fairness in dealing with students is required.

Such performance is demonstrated by combination of the:

1. student teaching evaluations
2. faculty member's teaching portfolio
3. appropriateness of course content, syllabi and examinations
4. student letters

Other items of evidence of the strength of the teaching of the candidate may include:

1. innovations in teaching methods or teaching materials that enhance learning
2. awards or honors for teaching activities.
3. teaching related publications
4. submission and support of grants for instructional development
5. work with teaching assistants or other faculty on teaching methods

1.3 Service

Service activities are expected of all faculty members in our department. Service includes work on departmental and university committees, organization of seminars or colloquia, efforts in recruiting undergraduate and graduate students, participation in professional organizations, and outreach activities at schools or in the general community. Although the service responsibilities assigned to assistant professors are generally modest, it is required that all faculty contribute conscientiously to the growth and the development of the department, college, and/or University.

2 Department criteria for promotion from associate professor to full professor.

2.1 Research

In evaluating the research of candidates for promotion from associate professor to full professor the candidate is expected to have demonstrated creative and original research that has had a substantial impact on his or her sub-field, and thereby to have realized the promise that is implicit in tenure. More specifically the department expects a high quality, sustained, competitive research program as demonstrated by the candidate's publication record, etc., and international recognition of the faculty member's research by the most distinguished scientists in the field. In general the candidate is expected to have worked effectively to fund his or her research program and have worked constructively to include undergraduate students, graduate students, or postdoctoral researchers in his or her research program.

In listing the criteria the department acknowledges the diverse nature of scientific research, and therefore the candidate will be judged against the norms of his or her research area.

Evidence of a research effort that is commensurate with promotion from associate professor to full professor is based on reviewing:

1. publications in well-respected refereed journals.
2. presentations at conferences, meetings, and workshops
3. submission and funding of proposals for extramural support of research activities (especially nationally competitive awards).
4. seminars and colloquia at research universities, national laboratories, etc.
5. supervision of undergraduate students, graduate students, or post-doctoral researchers in research projects.

In general, the candidate is expected to have notable achievements in all these areas, although the distribution of these may vary. Further evidence of the overall strength of the research effort of the faculty member may include such items as:

1. awards or honors for research activities.
2. organization of scientific conferences, meetings, workshops.
3. editorship of refereed journals, conference proceedings, etc.
4. service as peer reviewer for refereed journals and/or funding agencies.
5. publication of research books, monographs or extensive review articles

2.2 Teaching

In evaluating the teaching of candidates for promotion from associate professor to full professor the candidate is generally expected to have demonstrated a consistently strong record of effective teaching at more than one instructional levels. The faculty member is further expected to have demonstrated a consistently strong record of careful, considerate advising of undergraduate students or graduate students. The faculty member is expected to communicate effectively with students. Teaching methods, course content, and exams and homework are expected to be appropriate to the level of the course, and equity and fairness in dealing with students is required.

Such performance is demonstrated by combination of the:

1. student teaching evaluations
2. faculty member's teaching portfolio
3. appropriateness of course content, syllabi and examinations
4. student letters

Other items of evidence of the strength of the teaching of the candidate may include:

1. innovations in teaching methods or teaching materials that enhance learning
2. awards or honors for teaching activities.
3. teaching related publications
4. submission and support of grants for instructional or instructional development
5. work with teaching assistants or other faculty on teaching methods

2.3 Service

Service activities are expected of all faculty members in our department. Service includes work on departmental and university committees, organization of seminars or colloquia, efforts in recruiting undergraduate and graduate students, participation in professional organizations, and outreach activities at schools or in the general community. The candidate for promotion to full professor is expected to contribute more to the service mission than the probationary faculty, and it is expected that this service will extend beyond the department.

3 What constitutes research in the department

By research in physics and astronomy the department means the variety of scholarly activities that contribute to either new knowledge or knowledge synthesis in the research field of the faculty member. Such creative, original research is demonstrated by a record of publication in refereed journals, by a record of support from funding agencies, and recognition both nationally and internationally of the faculty member's research activities by his or her peers. Additionally our research activities will generally involve the mentoring of students and/or post-docs, and thereby contributes to the development of the next generation of scientists and engineers.

The department stresses in physics our research ranges from individual work to highly collaborative work. Experimental research ranges from projects at national research laboratories to projects in departmental research laboratories, and theoretical research ranges from large-scale computational work to "pen and paper" work. Thus expectations and opportunities for publication rates, extramural support, student participation, can vary widely from field to field.