

Standards for Tenured Faculty Review, Department of Geoscience.
Approved by the Department: May 7, 2012
Approved by the CLAS: June 29, 2012

Faculty members of the Department of Geoscience are normally expected to have a Post Tenure Effort Allocation (PTEA) consisting of 40% teaching, 40% scholarship and 20% service. Short-term (typically 1-3 yr) deviations from this norm may be authorized by the DEO to accommodate special situations, subject to approval by the CLAS and Provost. The departmental expectations for tenured faculty with a 40/40/20 PTEA are outlined below. Expectations for other PTEA arrangements will be increased or decreased in proportion to the variation of effort allocation from the departmental standards in each area.

Teaching

A. Classroom teaching: Faculty members are expected to follow UI, CLAS and Geoscience Department policies relating to instruction, regularly update existing courses, develop new courses, teach to appropriately sized classes, and abide by the CLAS-approved departmental system for evaluating teaching loads (see Appendix). As indicated in that system, classroom teaching for faculty should total 30 points per year, which is roughly equivalent to three classes per year. With the approval of the DEO, this amount can be averaged over a two year period. For example, 25 points one year can be followed by 35 points the next year, averaging 30 points over a two year period. Faculty are expected to provide the DEO with appropriate syllabi for their courses every time the course is taught, and hold a minimum of three hours of scheduled office hours per week during the semester.

Specific teaching assignments for each semester are assigned by the DEO in a consultation with the faculty member. Although a faculty member's requests to teach a specific course will always be considered, sometimes the needs of the departmental curriculum must take precedence over individual preferences.

B. Teaching evaluations: Faculty members must obtain student evaluations of their teaching in every organized course every year, using ACE forms that include a set of standard questions specified by the DEO. Tenured faculty are expected to have ACE scores with a median of at least 4.0 on the department standard questions (especially for questions involving effective teacher and overall course) averaged over a three year period. In five-year peer reviews, tenured faculty are also expected to have classroom observations that reflect a positive assessment of communication skills, organization, and content.

C. Honors/Senior Thesis Advising: Faculty members are expected to mentor undergraduate students and to supervise undergraduate research such as senior/honors thesis projects each year.

D. Graduate Student and Postdoctoral Scholar/Fellow Advising: Faculty

members are expected to serve as the principal advisor and mentor for graduate students who are making satisfactory progress towards their degrees, or postdoctoral scholars/fellows each year. Faculty members also are expected to serve on graduate thesis and dissertation committees of students whom they are not supervising.

Efforts listed under C and D typically total the remaining 10 points of a faculty member's teaching load.

Scholarship

The scholarly record of tenured faculty is expected to show continued development and growth, and high visibility and impact in their fields of research during their career through frequent publications in high quality peer reviewed journals, presentations at scholarly venues, and external funding from highly competitive sources.

A. Quantity and quality of publications (impact factors given below refer to past five-year averages in ISI Journal Citation reports):

Faculty members are expected to publish their research in high or medium impact peer reviewed journals (categories #1-2 below) at a rate that promotes visibility and impact.

1 = original research or reviews in very high impact interdisciplinary journals [impact factors of >10, e.g., Science, Nature, PNAS],

2 = original research or reviews in respected, highly ranked, and widely-distributed peer-reviewed national and international science journals, monographs and book chapters in the faculty member's area of specialty [typically with impact factors of 1-10, depending on specialty],

3 = peer-reviewed local or specialized publications (e.g., peer reviewed regional journals, peer reviewed state survey publications, peer reviewed guidebooks, etc), book reviews, or opinion-pieces,

4 = lightly peer-reviewed or non peer-reviewed publications (technical reports, abstracts, conference proceedings, commission reports, popular articles).

B. Conference/symposium presentations

Faculty members are expected to present their research in talks or posters with published abstracts at national or international professional meetings each year on average.

C. Competitive grantsmanship

Faculty members are expected to be the PI (or equivalent) on active nationally competitive grants.

Note: Nationally competitive grants are defined as those from a highly competitive research grant program administered by a national agency with a rigorous peer review system (e.g. NSF, NOAA, DOE, EPA, DOD, NASA grants). They are distinguished from less competitive subcontracts, and from regional, state or industrial research grants and contracts.

At times when they have no active nationally competitive grant (as defined above), faculty members are expected to submit proposals for these nationally competitive grants at least once per year.

Faculty members also are expected to generate funds to support undergraduate, graduate, and post-doctoral scholarly research.

Service

Faculty members are expected to progressively increase leadership and service to the Department, the College, the University, and the profession during their career. Tenured faculty members are expected to engage in professional service that reflects the visibility of their scholarship and teaching.

A. Department, College, University

Faculty members are expected to perform service to the Department and College/University. This includes service on/chairing committees, including Faculty Search Committees and Promotion & Tenure Committees and participation in the administration of departmental academic programs. It also includes service as DEO/Acting DEO. Associate Professors are expected to serve on two or three Department or College/University committees per year (or equivalent administrative activities determined in consultation with the DEO). Full Professors are expected to serve on three or four Department or College/University committees per year (or equivalent administrative activities determined in consultation with the DEO). As part of their service load, tenured faculty may serve as a formal undergraduate advisor and/or honors advisor in Geoscience or Environmental Science as part of their service load. Faculty members are expected to attend committee meetings, department faculty meetings, and talks in the department seminar series during the fall and spring semesters, and respond promptly to requests from the DEO or committee chairs.

B. Profession

Professional service is recognized as a marker of scholarly/teaching visibility. It includes activities such the following:

- Professional Society/ Commission officer etc.
- Editor/Associate Editor of a major journal
- Editor of a peer-reviewed book/monograph
- Editor of a Fieldtrip Guidebook/ Fieldtrip leader
- Panel/Council Member
- Scientific Commentator (TV,video)
- Lectures/seminars at other institutions

- Short-Course Instructor
- Organizer of a professional symposium/workshop
- Review of articles for major journals
- Review of proposals for nationally competitive funding agencies (e.g. NSF, NOAA, DOE, EPA, DOD, NASA).

Associate Professors are expected to participate in one or more of the professional activities listed above each year. Full Professors are expected to have professional service above the level expected for Associate Professors. This level of activity should demonstrably impact organizations in the profession.

Faculty members are expected to provide a detailed list of such service in their Curriculum Vitae (e.g., numbers of manuscripts/grant-proposals reviewed for specific journals/agencies, specific TV program and dates aired etc.).