

Department of Geography
Departmental Standards for Tenured Faculty Review
2 November 2011

TEACHING. It is expected that faculty will regularly update existing courses and occasionally develop new courses. In most cases, teaching assignments will involve a mix of introductory, intermediate and graduate level classes. It is expected that enrollment in these courses will meet minimum CLAS requirements and it is desirable that at least one of the 100-level courses would have an enrollment of greater than 30. Other aspects of scholarly teaching activities are less formal, but no less important: working with undergraduate students on independent and senior capstone projects, as well as discussions outside of a formal classroom setting.

Teaching evaluations are required for each class taught in the Department of Geography. The Form 2 core questions for ACE forms can be supplemented with questions of the instructor's choice. In conjunction with periodic reviews of faculty performance, classroom visitations will also be conducted and a written assessment will be made available to the faculty member. The teaching contributions of faculty can be assessed in part on the basis of the number of contact hours they provide and with respect to the evaluations they receive. Consideration should be made for faculty who are teaching GER and other courses that are central to the teaching mission of the department.

Advising undergraduate students is an important activity of each faculty member. In the Department of Geography, the advising load is made as equitable as possible, since it is assumed that any faculty member, regardless of research and teaching specialization, can provide sound academic advice for all majors. A provision is normally made for the DEO to not assume additional advisees during his or her term of service, though continuing advisees are maintained, and new advisees are assigned after term completion.

Graduate student mentoring is an important component of teaching in the Department of Geography. Faculty members who have an active research program should expect to advise students to the completion of their theses and also to serve as committee members for other students in the department. Graduate admissions vary by disciplinary area (and by year) and consequently, a specific standard for amount (or consistency) of mentoring cannot be established. However, if faculty are unable to attract students and are not asked to serve on committees over a period of three years, they are not participating fully in the full range of expected teaching roles. At minimum, faculty members are expected to advise a minimum of one Ph.D. student at any given time. It is expected that in many cases faculty will, in fact, advise a larger number of graduate students and that this effort will be linked to rank; on average, professors will advise a greater number of students than associate professors.

SCHOLARLY AND CREATIVE WORK. Faculty members in the Department of Geography are expected to establish and maintain a strong presence in the discipline. It is expected that their record of scholarly work will show continued development and growth over the course of a career, and will become increasingly visible in the discipline (and sub-disciplines represented in the department).

In much of the discipline, the primary marker of productivity is peer-reviewed journal articles. This is particularly true in many of the areas specifically represented in the UI Department of Geography (e.g., biophysical, GIScience, economic). It is expected, therefore, that each faculty member will publish, at a minimum, an article each year in a journal that has an ISI Impact Factor of greater than 1.0 or with a wide circulation in the different areas of the discipline. Over a period of several years the proportion of the record that is co-authored should reflect practices in the area of specialization of that faculty member. In cases where a faculty member is working on a book project, markers of productivity must be continuously maintained. It is expected, therefore, that one of two options will be pursued: 1) adherence to departmental expectations of 1 article per year, or 2) annual production of several completed chapters. In addition to this minimum level of activity, it is also expected that all faculty members will publish one or more journal articles, book chapters, and proceedings papers in specialty areas of their choice. In the discipline of geography it is an accepted practice that researchers will prepare the results of their research for presentation at professional conferences. It is also expected, therefore, that each faculty member will present their work at a minimum of one national or international conference each year.

Much work in geography is supported by external funds obtained, for example, from NSF or other federal funding agencies. It is expected that faculty members will seek external support for their work and maintain, to the extent possible, a continuous stream of funding to support their research activities and the work of their graduate students.

SERVICE. It is expected that as a faculty member increases in seniority and rank they will assume an increasing role in providing leadership and service to the department, the institution, and the profession. Tenured faculty members are expected to engage in professional service activities that reflect the visibility of their own scholarship and teaching.

Departmental. Tenured faculty members are expected to participate in the administration of departmental academic programs through service on, and chairing of, major departmental committees (e.g., undergraduate and graduate committees).

College and University. Service to the College and University is expected. Membership on many university committees can be sought by volunteering for service and it is expected that such activities are performed routinely. It is desirable that each faculty member should serve on at least one CLAS, or UI committee each year.

Profession. Professional service is an important marker of scholarly visibility. In the discipline of geography professional service activities are myriad and include: proposal review panels, editorships and membership on editorial boards of scholarly journals, external review committees, and office-holding and conference-organizing in professional organizations. It is expected that tenured faculty will have membership on at least one editorial board and that they will provide regular, timely reviews when they serve as reviewers of journal articles and research proposals.