

**DEPARTMENT OF ECOLOGY AND EVOLUTIONARY BIOLOGY
CRITERIA FOR PROMOTION AND TENURE BY RANK**

The criteria below outline departmental standards for evaluating excellence in research, teaching, and service. Candidates are expected to demonstrate exceptional strength and a distinguished record in at least one of the first two categories, teaching and research, in order to secure tenure and/or promotion.

	Associate Professor with Tenure	Professor
Criteria for Promotion and/or Tenure	Demonstration of potential for and achievement of excellence in research, teaching, and service is required for a recommendation of promotion to the rank of Associate Professor with indefinite tenure. Teaching and research are emphasized, and substantial evidence of local and national stature in the appropriate fields is necessary.	Demonstrated excellence in research, teaching, and service, and the reasonable expectation that this excellence will continue is required for a recommendation of promotion to the rank of Professor. For faculty members, teaching and research are emphasized, and substantial evidence of local, national, and international stature in the appropriate fields is necessary.
Teaching	Demonstrates excellence in teaching and advising roles. Contributes to meeting the Department's undergraduate and graduate teaching responsibilities. Teaching effectiveness will be assessed using both qualitative and quantitative metrics, with consideration given to student evaluations, student performance, and peer reviews from senior colleagues. Participates effectively in student advising and mentoring, including service as a member or Chair of graduate student thesis committees.	Exercises leadership in the Department's undergraduate and graduate teaching responsibilities and academic program development. Demonstrates excellence in teaching and advising roles as evidenced, for example, by teaching awards, grants for teaching innovations, and attainments, awards and career trajectories of former students. Teaching effectiveness will be assessed using both qualitative and quantitative metrics, with consideration given to student evaluations, student performance, and peer reviews from senior colleagues.
Research, Scholarly/ Creative Activity	Demonstrates excellence in original research/scholarly activity as evidenced by publications in high-quality refereed journals and integrative and applied work including translational research, commercialization activities, and patents. Shows clear promise of sustained contribution into the future as relevant to the mission of Department. Provides evidence of peer recognition at regional and national levels. Engages in sustained, high-quality efforts to seek outside funding for research through grants and/or contracts. Contributes to grant and/or contract activities. (Candidate should provide brief description of role and percent contribution if not first or last author on a publication).	Demonstrates excellence, leadership, and impact in original research/scholarly activity as evidenced by publications in high-quality refereed journals and integrative and applied work including translational research, commercialization activities, and patents. Demonstrated record as a productive scholar through sustained publication of a clear and coherent line of inquiry relevant to the mission of the Department. Provides evidence of peer recognition at the national and international level. Exercises leadership in sustained, high-quality efforts to seek outside funding for research through grants and/or contracts. Engages students in collaborative research and scholarly activities and/or inspires them to initiate their own original research programs. (Candidate should provide brief description of role and percent contribution if not first or last author on a publication).
Service/ Outreach	Demonstrates excellence in service to Department, University, and profession as evidenced by committee participation, holding elected and other responsible positions, review of manuscripts for publication in professional journals, review of grants for state, federal, or international agencies, and efforts spent on the recruitment of faculty and students to the Department and the University. Other indications of service will be considered, including contributions to professional and community outreach activities as appropriate to area of expertise.	Demonstrated excellence in service that receives recognition at the national and international level. Exercises leadership in Departmental affairs with a record of contribution to significant Departmental committees, as well as contributions to College and University committees. Evidence of distinguished professional service contributions, such as appointment to national and international advisory panels and boards. Contributes to local, professional and community outreach activities as appropriate to area of expertise.