

**Tenure Guidelines: Department of Environmental Science**  
**College of Arts & Sciences**  
**Baylor University**

Revisions Approved by the Office of the Provost, January 18, 2021—James Bennighof

This document serves as a description of expectations regarding teaching, research, service, and interpersonal relationships for candidates for tenure in the Department of Environmental Science.

**Teaching:** Tenure candidates in the Department of Environmental Science must demonstrate excellent classroom teaching that encourages student mastery on concepts essential to understanding biotic and abiotic environmental processes, their interactions, and human activities or decisions that may influence environmental conditions. Such teaching excellence can be indicated by:

- student evaluation scores that are comparable to or higher than comparison group scores;
- faculty peer reviews with very good to excellent ratings;
- at least two of the following:
  - teaching courses that are
    - on the Distribution Lists for the A&S Core Curriculum or
    - required for majors in the Environmental Science Department;
  - winning external or all-campus awards for teaching or research mentoring successfully;
  - incorporating faith, civic responsibility, or community participation;
  - mentoring undergraduate research.

**Research:** Tenure candidates in the Department of Environmental Science must establish a viable scholarly trajectory and a research program that is likely to have continued success. Tenure candidates should demonstrate performance in scientific research consistent with norms at Research 1 (R1) Universities. Likelihood of continued success is most easily demonstrated by continued high performance in publication, acquisition of extramural research funding, and mentoring graduate students in excellent dissertation research. By the tenure application date, candidates are expected to:

- Publish in alignment with standards for R1 research institutions, including, at a minimum:
  - Authorship of at least twelve (12) peer-reviewed articles in credible journals,
    - produced while employed at the rank of assistant professor or higher;
    - approximately fifty percent (50%) of which demonstrate intellectual leadership or mentorship of graduate student author(s).
    - Note: that highly regarded books may count toward one half (½) of this total publication record using performance equivalencies as defined in College guidelines for research productivity. Book chapters will not be considered when reviewing tenure performance, but may be used as indices of positive scholarly trajectory.
  - Web of Science or Scopus citations and related metrics for published work that are commensurate with the subdiscipline of environmental science in which the tenure candidate works.
- Obtain extramural funding that is consistent with that for research faculty at R1 institutions, such that the funding stream:
  - Sustains a viable research program, including graduate student stipends, supplies and equipment; and

- Is obtained from competitive sources, including federal, state, and foundation sources;
- Successfully supervise graduate students in research, which would entail mentoring several graduate students, at least one of whom is a PhD student who has reached candidacy under the direct supervision of the tenure candidate;
- Demonstrate intellectual leadership at a national level, that may be indicated by at least two accomplishments, which may include but are not limited to:
  - Recipient of regional, national, or international professional society award(s) for scholarship
  - Service on a national or international grant, project, or program review board
  - Service on peer-reviewed journal(s) as editorial board member or higher rank
  - Routine organization/participation as session, symposium, or workshop chairperson at professional scientific society meeting(s)

**Service:** The Department expects service to the profession, institution, public, and community, that may include at least two of the following indices:

- Professional scientific society leadership;
- Editorial service for high quality publications
- Local, Regional, or National level review panels or advisory committees
- Service on departmental and university committees;
- Environmentally-related community service;

It is expected that successful tenure applicants will have active membership in a church, synagogue, or other form of religious congregation.

**Interpersonal Relationships:** The Department expects collegial behavior. Colleagues should honor Christian principles in dealings with peers, students, and staff; accept accountability for actions; display reliable judgment; exhibit tolerance of differing philosophies and academic perspectives; state positions tactfully; communicate effectively; carry one's fair share of departmental tasks; participate in appropriate events; and conscientiously contribute to a positive and productive departmental and campus environment.

**University Policies and Procedures Governing Tenure:** The Provost's website includes a page devoted to *Policies related to employment with Baylor*, <https://www.baylor.edu/provost/index.php?id=948441>, which contains useful links related to tenure. Specific policies regarding the tenure process are governed by *BU-PP 704*, <https://www.baylor.edu/content/services/document.php?id=287054>. Tenure procedures, including information on tenure reviews and preparing the tenure dossier are detailed in the document *Tenure Procedures* <https://www.baylor.edu/provost/doc.php/287055.pdf>