

Faculty Promotion Policy
Department of Environmental Science
College of Arts & Sciences
Baylor University

Revisions Approved by the Office of the Provost, May 27, 2022—James Bennighof

This document serves as a description of expectations regarding teaching, research, service, and interpersonal relationships for candidates for promotion to the rank of Professor in the Department of Environmental Science. Promotion to the rank of Professor is not a mere doubling of scholarly activities associated with promotion to the rank of Associate Professor and tenure, but rather an indication of academic leadership and standing in a scholar's field consistent with that expected in R1 universities.

Teaching: The candidate for promotion must have a record of *increasingly effective* teaching, both inside and outside of the classroom. This will be noted through:

- Peer and student course evaluations.
- Mentoring student-led publications.
- Consistently directing doctoral dissertations to completion.
- Positive student outcomes during their time at Baylor and following graduation.

Research: A candidate for promotion is expected to have established a record of scholarship in her or his field comparable to that of peers at R1 universities. She or he must document that she or he has achieved a strong national reputation, and an emerging international profile, for research excellence in her or his particular discipline.

- The candidate for promotion will have continued to publish research in peer-reviewed venues at a rate comparable to that of recently promoted Professors in Environmental Science at R1 universities.
- The candidate for promotion will have achieved external research funding at a rate comparable to that of recently promoted Professors in Environmental Science at R1 universities.
- The candidate will have demonstrated an ability to externally fund a research program, as indicated by support of the annual stipends and research needs of four or more doctoral students or postdoctoral equivalents.

Service: Each candidate for promotion must be actively engaged in service to the department, the university, and, even more importantly, the profession, again at a level consistent with that of full Professors at peer and aspirant R1 universities. Each candidate should be an active member of a faith community.

Interpersonal Relationships: The candidate should display civil interpersonal relationships with students, colleagues, and other members of the university community. He or she should also be supportive of Baylor's distinctive Christian mission.

Post Tenure Review: Faculty members who have achieved the rank of Associate Professor with tenure will participate in a post-tenure review three years after tenure is granted. This process is described in the document “Department of Environmental Science Policy Governing Promotion to Full Professor.”

University Policies and Procedures Governing Promotion: 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 promotion. Specific policies regarding the promotion process are governed by *BU-PP 702* <https://www.baylor.edu/content/services/document.php?id=42355>.

College of Arts & Sciences Policies and Procedures Governing Promotion: Beyond the university policies governing promotion in rank, the College of Arts and Sciences stipulates the following.

1. **External Letters:** At least five external evaluation letters will be provided for each promotion candidate. The external evaluators will be faculty holding the rank of Professor at peer or aspirant *research universities*. These letters will address the *research stature* of the candidate. No more than one of these evaluators should be emeritus. None of the external evaluators should have been a collaborator or mentor of the candidate, or have collocated at a university with the candidate. The candidate will provide a list of potential external evaluators, which will be evaluated by the promotion committee and department chair. At least 50% of the external letters will come from individuals whom the candidate nominates from their field of study. The external evaluators will be instructed to specifically address the question of quality and impact of the candidate's scholarship and research.
2. **Pre-promotion review:** Each faculty member interested in applying for promotion will arrange with the department to participate in a pre-promotion review three years before the year in which she or he intends to apply for promotion. (In rare instances, the Dean of the College of Arts & Sciences may grant an exception to the three-year lead time.) Pre-promotion reviews should include all of the Professors in the department and a representative from the A&S Dean's office. The candidate should provide a current CV and a brief letter indicating progress made towards promotion in the areas of teaching, research and service in light of the expectations indicated above. Following the review the department chair will provide a letter summarizing the Professors' evaluations to the candidate and the A&S Dean's office.