

**Promotion Policy: Department of Physics  
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 Physics.

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

- Peer evaluations by faculty of at least Professor rank.
- Student course evaluations.
- Successful supervision of graduate and undergraduate students in research, including the direction of doctoral dissertation(s) to completion.
- Development of new approaches to the teaching of existing courses and new courses to meet the changing dynamics of physics education at the university level.
- Other forms of evidence as desired by the candidate.

**Research:** Promotion candidates are expected to have established an outstanding record of scholarship in their field, comparable to that of peers at R1 universities. They should be able to document that they have achieved *national and/or international recognition* in their research areas. In particular:

- The candidate for promotion will publish research in high quality, peer-reviewed venues at a rate comparable to that of Professors in Departments of Physics at R1 universities.
- The candidate for promotion will achieve competitive external research funding, with an emphasis on federal sources, at a rate comparable to that of Professors in their specialty in Departments of Physics at R1 universities.

**Service:** Each candidate for promotion must be actively engaged in service to the department, the university, and, as importantly, the profession. All candidates should be active members of a Christian or Jewish faith community.

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

**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/provost/index.php?id=948414>.

**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.

- **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 full 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. The external evaluators will be instructed to specifically address the question of quality and impact of the candidate's work.
- **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.