

## Tenure Guidelines:

Department of Geosciences; revised version approved by the Faculty on October 7, 2020

College of Arts & Sciences, Baylor University

Revisions Approved by the Office of the Provost, May 4, 2021—James Bennighof

The Department of Geosciences has developed these guidelines as a supplement to the University's *Tenure Policy* (BU-PP 704). They will assist the University Tenure Committee in its evaluation of Geosciences Faculty candidates for tenure. Progress toward tenure is reviewed annually, as described in the document *Tenure Procedures*. A description of the credentials notebook, for documenting progress toward tenure, is found in section II.B.1d. of the *Tenure Procedures*.

The Department of Geosciences applies the following measures in its evaluation of a candidate's progress towards teaching, research and service.

### Teaching and Mentoring

**Goals:** Candidates must successfully develop and teach undergraduate- and graduate-level courses, consistent with the Department's mission and terms of appointment. Each candidate must be considered a good teacher and show a trajectory of sustained, high-quality teaching and student mentoring beyond the tenure decision.

**Measures:** Candidates must produce evidence of pedagogical effectiveness, demonstrated by student and peer evaluations of teaching. Candidates should develop appropriate curricula relevant to their areas of instruction, present well-organized, state-of-the-art scientific content, and utilize effective teaching methods. A desired outcome of a candidate's teaching is that students (both Department majors and non-majors) become informed of state-of-the-art concepts about Earth history and salient geological and geophysical processes. Effective advising and mentorship of students is also important. Mentorship should be demonstrated by graduation of at least one supervised graduate student. Clear progress towards graduation of at least one supervised graduate student may also be acceptable. Additional evidence of teaching excellence and scholarship includes publications and grants for teaching innovations, teaching awards, and participation in workshops and seminars for excellence in teaching, internal and external to Baylor. Evidence of efforts to improve teaching effectiveness is recommended.

### Research and Scholarship

**Goals:** Candidates must establish a productive research program, consistent with the Department's mission and the candidate's terms of appointment. Research should involve graduate and undergraduate students. Publications and grant funding will show clear promise of a sustained, nationally recognized research program.

**Measures:** A candidate's scientific stature is measured in the quality and quantity of their publications, citations, and external funding.

The candidate is expected to be the intellectual leader of their research program, demonstrated by first and senior/corresponding authorship on a significant portion of their peer-reviewed publications. The Department of Geosciences expects an average publication rate  $\geq 2.0$  peer-reviewed journal articles per year. In addition to number of publications, the candidate's contribution and the quality and impact of the research and the contribution of the work is also be considered. First and senior/corresponding author publications are recognized as requiring a greater contribution than junior authored publications, and thus will be weighted more heavily in evaluation. Quality of the scientific contribution can be evaluated by the reputation of the publishing journal, the number of the candidate's citations, and awards and recognition of

the candidate's research. The candidate may meet the tenure expectations despite having fewer than 12 research publications if some first-authored or student-authored articles are of exceptionally high quality and impact (e.g., Science, Nature, PNAS, and/or receiving high citation indices, research awards or recognition). Additional evidence of a successful research program includes student co-authored publications, books, book chapters, and invited commentaries. The candidate and their students are also expected to present their research regularly at meetings and peer institutions

The candidate must be the principal investigator/lead investigator on externally funded research grants and/or contracts. They are expected to sustain external funding at levels comparable to norms at peer R1 institutions. Baylor Geosciences recognizes that funding rates and amounts awarded by federal agencies (e.g., NSF, DOE, USDA, NASA, NOAA) differ by subdiscipline; therefore, faculty can satisfactorily sustain vigorous research programs with differing funding levels.

### **Service, Outreach, and Professional Development**

**Goals:** Candidates should serve the department, professional scientific outlets and, to a lesser degree, the university. Candidates should show evidence of community service by participating in professional, educational, charitable, public policy, and/or faith-based organizations. These may include working with schools, agencies, religious communities, and/or advisory boards. Candidates should be collegial and have productive interpersonal relationships with other faculty, staff, and students in the Department of Geosciences and be supportive of the University's mission.

**Measures:** The candidate will provide evidence that she or he is developing a habit of service that is valued by professional colleagues. Service as an invited reviewer for journals and grant-funding agencies is especially encouraged. Additional examples include service as a member on student dissertation committees, participation on review panels, and appointment to a journal editorial board. Additional value is recognized for appointed leadership role on scientific committees, boards, or advisory panels. Community service can be demonstrated by participation in activities such as educational outreach, public policy committees, volunteering with non-profit organizations, and active faith practices. We acknowledge that service workloads are kept at a reduced level during pre-tenure years so candidates may concentrate on teaching and research scholarship. Candidates should hold active membership in a faith community.

**Final Tenure Review:** Tenure review normally occurs during the sixth year of appointment but a candidate may be eligible for review earlier or later for reasons permitted by Baylor's Tenure Policy (BU-PP 704; <https://www.baylor.edu/content/services/document.php?id=287054>). During the summer before the sixth year of appointment the candidate will prepare and submit a tenure résumé for evaluation by external reviewers. The contents of the tenure résumé are enumerated in *Tenure Procedures* (<https://www.baylor.edu/provost/index.php?id=948441>, section II. B. 1.d. ii.) The Department of Geosciences will obtain at least 5 letters from a pool of evaluators who have been nominated by a combination of the tenure candidate and the tenured Faculty of the Geosciences Department.

**Final Tenure Decision:** Tenure is granted by the University, typically influenced by recommendations by the tenured Faculty in the Department. The final tenure decision will be provided in writing, normally during the spring semester of the candidate's sixth year of appointment.