

Tenure Policy: Department of Physics
College of Arts & Sciences
Baylor University

Revisions Approved by the Office of the Provost, February 10, 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 Physics.

Teaching: Tenure candidates in the Department of Physics should show effective teaching of students in developing skills needed in Physics and its sub-fields, including demonstrating the ability to develop in students an understanding of fundamental laws of physics, logical reasoning, and mathematical approaches to describing and understanding physical systems. In particular, they should:

- Show progressive improvement in teaching effectiveness in response to feedback from students.
- Show progressive improvement in teaching effectiveness in response to feedback from peer teaching evaluations.
- Mentor students, both graduate and undergraduate.

Research: Tenure candidates in the Department of Physics should demonstrate they are performing scientific research at a level comparable to that expected at Departments of Physics at R1 universities. In particular, they should:

- Publish a minimum average of 2-3 peer-reviewed manuscripts per year prior to submitting the tenure application (publication rates vary significantly across different fields of physics and whether the work is experimental or theoretical).
- Attain funding at a level that is typical of scholars in his/her discipline at R1 universities.

Service: Candidates should perform service to the department, the university and the discipline. This can include:

- Participation in regular or called university, college and departmental meetings and committee activities.
- Participation in professional activities outside the university.
- Religious service.
- Community service.

Candidates should hold active membership in a faith community.

Interpersonal Relationships: Candidates for tenure should display civil interpersonal relationships with students, colleagues and other members of the university community.

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/98048.docx>