

Tenure Policy: Department of Chemistry and Biochemistry
College of Arts & Sciences
Baylor University

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

Teaching: Tenure candidates in the Department of Chemistry and Biochemistry should demonstrate that they are effective teachers. In particular, they should:

- Instill within students a fundamental understanding of chemical principles and methodologies, as well as inspire their interest in advancing and applying these concepts through future research.
- Demonstrate effectiveness in teaching in both undergraduate and more specialized graduate courses.
 - The evaluation of teaching effectiveness will rely primarily upon faculty peer evaluations and somewhat on student course evaluations.
 - Could also include: the development of new courses, improvement on existing curricula, and departmental outreach activities.

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

- Successfully mentor graduate and undergraduate students in the pursuit of scholarly research.
- Have obtained as well as demonstrated continuing efforts to maintain and secure funding levels comparable to that ongoing at aspirant R1 universities.
 - They should have attained at least one nationally-competitive, multi-year research grant.
 - They should demonstrate continuing effort to obtain this type of funding.
- Typically publish at least 8 peer-reviewed articles describing work carried out in their research program.
 - Quality of research and the impact of the corresponding publications will be of primary importance.

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

- A willingness to partake in faculty governance matters at the departmental, college, or university levels by committee service and the like.
 - Service may also be indicated by participating in the activities of national professional societies, organizing symposia or meetings, reviewing research proposals, papers, books, etc.
 - Professional activities with high external visibility are valued.

Candidates should maintain 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/287055.pdf>