

This document contains the Astronomy Department's expectations for promotion to Associate Professor with tenure and promotion to Full Professor. All candidates should consult the *Faculty Handbook* for policies and procedures bearing on tenure and promotion decisions.

The Astronomy Department's Tenure Expectations

By the time of the Departmental review of a case for promotion to Associate Professor with Tenure, the Astronomy Department expects the candidate to meet the following guidelines:

With respect to scholarship:

The candidate should demonstrate evidence of a high quality, independent research program through a body of work completed since the time of appointment at Wesleyan. The majority of this work will be in the form of refereed journal articles, but it may also include review articles or book chapters published in edited volumes. The Department is primarily concerned with the quality of the candidate's research, which, on the basis of its own judgment and that of outside experts, is expected to make a significant contribution to the field. The number of articles for successful cases varies, but a typical value is 1 to 2 articles per year. We also expect the candidate to seek external funding and other scientific resources that will facilitate his or her research, as needed, and to involve students in active research programs to the extent possible. The candidate should be in regular communication with his or her mentor regarding the pace, quantity, and quality of the scholarly record.

With respect to teaching:

The candidate is expected to teach successfully at all levels of the curriculum, with teaching evaluations that are consistent with the University's expectations for excellence in teaching. He or she should also be involved in the mentoring of students both formally, through thesis projects and/or tutorials, and informally.

With respect to collegueship:

The candidate should have a respectful relationship with the other faculty and staff in the Department. In addition, the candidate should have participated in various academic and non-academic activities related to the overall functioning of the Department, and demonstrated a willingness to represent the Department within the University and the broader Wesleyan community. The Department also recognizes service to one's profession as a valuable contribution to this category of evaluation.

The Astronomy Department's Expectations for Promotion to Full Professor

With respect to scholarship:

The candidate should demonstrate evidence of a high quality, independent research program through a body of work completed since receiving tenure. The majority of this work will be in the form of refereed journal articles, but it may also include review articles or book chapters published in edited volumes. The Department is primarily concerned with the quality of the candidate's research, which, on the basis of its own judgment and that of outside experts, is expected to make a significant contribution to the field. The number of articles for successful cases varies, but a typical value is 1 to 2 articles per year. We also expect the candidate to seek external funding and other scientific resources that will facilitate his or her research, as needed, and to involve students in active research programs to the extent possible.

With respect to teaching:

The candidate is expected to teach successfully at all levels of the curriculum, with teaching evaluations that are consistent with the University's expectations for excellence in teaching. The teaching record should indicate performance consistent with or better than that achieved by the candidate prior to tenure. He or she should also be involved in the mentoring of students both formally, through thesis projects and/or tutorials, and informally.

With respect to collegueship:

The candidate should have a respectful relationship with the other faculty and staff in the Department. In addition, the candidate should have participated in various academic and non-academic activities related to the overall functioning of the Department, and demonstrated a willingness to fulfill the duties incumbent on its tenured members, such as chairing the Department or serving on University committees. The Department also recognizes service to one's profession as a valuable contribution to this category of evaluation.