

Criteria for Reappointment, Tenure, and Promotion

Criteria: Teaching, scholarship, and collegueship are the three basic criteria used to evaluate candidates for tenure and promotion, as described in the Faculty Handbook.

Bases of Judgment - Chemistry Department

Reappointment: The department will judge whether the candidate is on a path to satisfy the criteria for tenure described below.

Tenure or promotion conferring tenure: Within the general guidelines Wesleyan University employs for evaluating candidates for tenure or promotion conferring tenure, the Chemistry Department has adopted the following specific standards and procedures.

Scholarship: The primary evidence for scholarly achievement is a record of significant publications reporting primary research completed after arriving at Wesleyan and appearing in the leading peer reviewed journals in the candidate's field. These publications will be evaluated by the tenured members of the department and also by a group of distinguished scientists selected by the tenured members of the department. The department will not choose letter writers from those providing letters recommending the candidate for the initial appointment at Wesleyan, although the candidate is free to do so under university guidelines. Outside funding, sufficient to support a vigorous research program, is also expected. The mentoring committee will provide guidance in achieving these goals.

Teaching: The Chemistry Department requires evidence of excellence in teaching and mentoring research students at both the undergraduate and the graduate level. The evaluation of teaching will include the standard student teaching evaluations as well as peer evaluation by the tenured faculty from the department. The peer evaluation will require periodic attendance of tenured faculty in courses taught by the candidate.

The Department recommends that the candidate be in regular communication with his or her mentoring committee for feedback and guidance on teaching.

Collegueship: Collegueship includes providing scientific consultation to and discussions with other members of the department, service to the professional research community, sharing in the administrative workload through conscientious service on departmental and university committees, and active participation in the department's seminar programs.

The Department expects the candidate for tenure to have participated actively in departmental business and in the intellectual work of the university. The Department also recognizes service at the university level and to one's professional fields; intellectual and service contributions to programs within the University; and service in the larger community as valuable contributions in this category of evaluation.

All candidates should consult the Faculty Handbook for policies and procedures bearing on tenure and promotion decisions.

Promotion to Professor: The department will use the same bases of judgment for promotion to Professor as for tenure or promotion conferring tenure. Within the general guidelines Wesleyan University employs for evaluating candidates for promotion to Professor, the Chemistry Department has adopted the following specific standards and procedures.

Scholarship: The primary evidence for scholarly achievement is a record of significant publications reporting primary research completed after receiving tenure and appearing in the leading peer reviewed journals in the candidate's field. These publications will be evaluated by the tenured members of the department and also by a group of distinguished scientists selected by the tenured members of the department. The department will not choose letter writers from those providing letters recommending the candidate for the initial appointment at Wesleyan, or as part of the conferral of tenure although the candidate is free to do so under university guidelines. Sufficient outside funding to continue supporting a vigorous research program, is also expected.

Teaching: The Chemistry Department requires evidence of continued excellence in teaching and mentoring research students at both the undergraduate and the graduate level. The evaluation of teaching will include the standard student teaching evaluations as well as peer evaluation by the tenured faculty from the department. The peer evaluation will require periodic attendance of tenured faculty in courses taught by the candidate.

Colleagueship: Colleagueship includes providing scientific consultation to and discussions with other members of the department, service to the professional research community, sharing in the administrative workload through conscientious service on departmental and university committees, and active participation in the department's seminar programs. Post-tenure, candidates are expected to show an increase in the form of greater service to the department, University, and the candidate's field of study.

Approved by the Advisory Committee March 2015