

Department of Earth & Environmental Sciences  
Statement of Criteria for Reappointment, Promotion to Tenure  
and Promotion to Full Professor

Consistent with the Faculty Handbook, the department uses the three criteria of teaching, scholarship and collegueship to evaluate faculty for reappointment and promotion. We recommend that the candidate be in regular communication with senior faculty regarding these criteria. All candidates should consult the Faculty Handbook for policies and procedures bearing on reappointment, tenure and promotion decisions.

### **Teaching**

We expect our faculty to be successful teachers in a broad array of courses spanning the entire curriculum of the department, including introductory and advanced courses. We also expect our faculty to mentor students through research experiences, usually in the field or in the laboratory, outside of a typical classroom. Student evaluations are but one measure of the quality of teaching. There are also opportunities for peer assessment through direct observation of the candidate's teaching by senior faculty, team teaching of classes and seminars and collaboration on student research projects. The department expects a record of high-quality teaching both at the time of promotion to tenure and from associate to full professor.

### **Scholarship**

We expect our faculty to develop a research program at Wesleyan and to publish results from this research in high-quality peer-reviewed journals. Although outside funding is desirable and we encourage faculty to actively seek support, it is not a requirement for promotion as long as the first objective of an active, high-quality research program is met. We expect that students will be an integral part of the candidate's research program. Evaluation of the quality of the scholarship is dependent on reviews by senior members of the department and by experts in the candidate's particular field from a variety of institutions. The department expects a continued high level of scholarship for promotion to full professor as evidenced by publication in high-quality peer-reviewed journals.

## **Colleagueship**

We expect our faculty to participate in the academic life of the department, the University and also the broader scientific community. At the most informal level, this is simply the exchange of ideas about teaching and research with other members of the department. More formally, it means participating in departmental seminars, serving as readers for thesis projects and other academic exercises. We expect our faculty to participate in the governance and administration of the department. We wish our faculty to serve the broader Wesleyan community through participation on University committees and other academic activities outside of the department. Finally, we expect our faculty to be part of the larger scientific community through participation in scientific meetings and symposia and other activities such as service on editorial boards as appropriate to their field of study and their rank.

Approved by Advisory Committee April 2015