

Molecular Biology and Biochemistry Tenure Statement

October 11, 2013

Revised March 2015

Approved by the Advisory Committee 2015

All candidates should consult the Faculty Handbook for policies and procedures bearing on tenure and promotion decisions. We recommend that the candidate be in regular communication with his or her mentor regarding the pace, quantity, and quality of the artistic/scholarly record.

In the MB&B department our expectations for tenure are commensurate with those of Wesleyan University where the candidate's accomplishments show evidence of distinction and excellence in the canonical areas of teaching, scholarship and service. Specifically, for the MB&B department, it is expected at the time of tenure review, the candidate will have a strong base of independent scholarship and a vigorous research program at Wesleyan that promises continuing productivity post-tenure. This scholarship will be in the form of publication of peer-reviewed articles in quality journals. We also expect candidates to seek and be competitive for extramural funding. In judging a candidate's scholarly record we rely on our own expertise and external evaluations of the candidate's area of scholarship.

We also have an expectation for excellence in teaching at all levels of the curriculum. In our case, this includes a demonstrated ability to teach at the introductory or general education level, at the major level and at the advanced undergraduate or graduate level.

Our expectations for collegueship include participation in service to the department, university and community, as well as professional service.

Molecular Biology and Biochemistry Promotion Statement

June 2015

Approved by the Advisory Committee 2015

In the MB&B department our expectations for promotion to full professor are commensurate with those of Wesleyan University where the candidate's accomplishments show continuing evidence of distinction and excellence in the canonical areas of teaching, scholarship and service. Specifically, for the MB&B department, it is expected that at the time of review for promotion to full professor, the candidate will have a continuing and accomplished record of independent scholarship at Wesleyan. While accommodating the possibility of exceptional achievement as a junior faculty member, we will generally expect the post-tenure scholarly record to be at least equal to that achieved prior to tenure. This scholarship will be in the form of publication of peer-reviewed articles in quality journals and/or review articles and monographs in high quality presses and the securing of major extramural funding post tenure. A meritorious scholarly record that provides continuing evidence of increased leadership and distinction in the field is required. For example, such a record would often take one of five forms: (1) a higher output of primary publications compared to the pre-tenure period (relative to the departmental norm), (2) increased depth or breadth of publications at a level at least equivalent to the pre-tenure period, (3) novel scholarly publications (e.g. a change in research field or a major paradigm change within the same field) at a level at least equivalent to the pre-tenure period, (4) publication of a significant body of secondary scholarship (e.g. a book monograph or a series of published reviews), or (5) some hybrid of the above four forms. In addition, where relevant, appropriate weight should be given to other major intellectual contributions to scientific and learned societies (e.g. published compendia) in the area of scholarship. In judging a candidate's scholarly record we rely on our own expertise as well as the informed judgments of eminent external referees chosen for their expertise in the candidate's area of scholarship.

We also have an expectation that candidates maintain a record of continued excellence in teaching at all levels of the curriculum that is at least equal to that attained prior to tenure. In our department, this includes a demonstrated ability to teach at the introductory or general education level, at the major level and at the advanced undergraduate or graduate level. However, we also recognize that heavier departmental or university service post-tenure may limit the diversity of courses contained in the candidate's teaching portfolio at the time of review. Assessment of the teaching record will take into account (1) the quality of the courses, (2) the relative challenges of teaching specific courses as well as the teaching load, and (3) innovative and experimental teaching approaches, where relevant. The basis of our assessment will include peer evaluation and evaluation of letters solicited by the Chair from former students as well as Wesleyan's own teaching evaluations.

Our expectations for collegiality include participation as an intellectual colleague in the life of the department as well as service to the department, university and community, along with professional service. At the time of promotion to professor, the department expects candidates to have accumulated a more extensive record of service than at the time of tenure.