

Biology Department Criteria for Promotion

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

Teaching, scholarship, and collegueship are the three basic criteria for promotion, as described in the *Faculty Handbook*. Within the general guidelines that Wesleyan University employs for evaluating candidates for promotion and tenure, the Biology Department has adopted the following specific standards and procedures.

Scholarship. The primary evidence for scholarly achievement is a record of significant publications in the leading peer-reviewed journals in the candidate's field. These publications should demonstrate that the candidate is a leading contributor to his or her area of expertise, having developed an independent research program at Wesleyan, and possibly in addition having organized and undertaken collaborative work. External research funding is also one criterion the department considers as evidence of research stature, but we recognize that funding availability and needs vary among particular disciplines and funding climates, and therefore must be evaluated in the context of each case.

For promotion to Full Professor, the candidate is expected to show a greater level of leadership in the field than for promotion to tenure. Such leadership may take the form of continued high output of empirical publications or broader syntheses of ideas. Additionally, evidence of leadership may include substantive service to the candidate's scholarly community, for example, organizing symposia or serving as a journal editor or officer in a scholarly society.

For tenure candidates as well as faculty being considered for promotion to Full Professor, the scholarly record will be evaluated by the senior members of the department and also by a group of distinguished scientists selected by the senior members of the department. Up to three of these referees will be suggested by the candidate. The referees chosen by the department will not include those who provided letters recommending the candidate for the initial appointment at Wesleyan, in accordance with the University's policy of selecting referees who have not had close professional or personal association with the candidate.

The Department will also consider in its evaluation nontraditional scholarly activities, including pedagogical publications and public dissemination of science (through such avenues as contributions to online databases, publication of op-ed pieces or articles in popular science journals, and performances).

We recommend that the candidate be in regular communication with his or her mentor regarding the pace, quantity, and quality of the scholarly record.

Teaching. The Biology Department requires evidence of success in classroom teaching at the introductory level as well as in upper-level courses and tutorials, and in mentoring undergraduate and graduate research students (including serving on thesis and qualifier committees). The evaluation of teaching will include the standard student teaching evaluations as well as peer evaluation by the senior faculty from the department. The peer evaluation will be based on observations by senior faculty, who will periodically attend courses taught by the candidate. For promotion to Full Professor, the Department must judge the candidate's teaching record to be at least of equal quality and breadth as was demonstrated at the time of tenure, accounting for changing departmental needs and the value of curricular innovations.

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Collegueship. Evidence of good collegueship includes sharing in the administrative workload through conscientious service on departmental and university committees, active participation in the department's seminar program, and engaging in scientific critique and discussions with students and other members of the department. For promotion to Full Professor, a candidate must show a consistent record of such collegial contributions through the period following tenure, including the assumption of greater leadership roles in departmental, divisional, and/or university service.

Addendum. The Biology Department's tenure and promotion expectations will be reasonably modified when evaluating a candidate's record of scholarship, teaching, and collegueship produced during the COVID-19 pandemic period. The Biology faculty recognizes that the pandemic's changes to the research environment have likely reduced the pace of scholarship by 50% or more during and for a period after the pandemic. Disruptions to the teaching environment have generally reduced student satisfaction. In addition, candidates with unusually burdensome dependent care obligations have less time available for scholarship, teaching, and service. Candidates for tenure and promotion are invited to provide addenda to their scholarship and teaching statements detailing specific ways in which the pandemic environment has affected their efforts and success in scholarship, teaching, and service. This specific information will be taken into consideration in departmental evaluations of each promotion case.

Respectfully submitted on behalf of the Biology Department,

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