



Tenure and Promotion Criteria

Department of Chemistry and Biochemistry

The Department of Chemistry and Biochemistry, with the approval of the Dean of Arts and Sciences, has adopted the following policies on tenure and promotion criteria, which are based on the tenure and promotion provisions found on the Office of the Provost's website. The faculty of the Department of Chemistry and Biochemistry should consider these expectations as standards against which tenure and/or promotion decisions are made.

The department understands that not all criteria will be fulfilled by all faculty, depending on opportunities offered, but a reasonable number is expected.

Criteria related to tenure and promotion to Associate Professor and promotion to Professor will consist of the commensurate excellence in the classroom, the establishment of an independent and productive research program at Lamar University, and the productive participation in departmental, college, and university service.

A. Effectiveness as a teacher

Demonstration of teaching effectiveness at Lamar University as evidenced by the following presented in order of importance starting with the most important:

1. Success in delivering thoroughly prepared courses, laboratory materials, or curricula that addresses advancements in the field, as well as community needs.
2. Success in implementing teaching innovations as evidenced by creating new course-materials and assignments, as well as updating materials that are incorporated regularly into the classroom and laboratory.
3. Student evaluations administered since appointment in the current rank. They will be compared with the department average of the same level course. Student evaluations, especially those from freshman level courses, should be used carefully and not exclusively to evaluate teaching effectiveness. Conclude with an additional statement (and/or histogram) summarizing how teaching effectiveness has been improved over time (i.e. past five years) based on evaluations.
4. Grade distributions and drop rate which do not radically depart from departmental averages for the course involved.
5. Teaching awards, and other documented recognition.
6. Additional effective assignments, such as the successful development of honors contracts, programs, and teaching methods.
7. Mentoring graduate student research.
8. Mentoring undergraduate student research.
9. Participation in scientific advisement of students.

For promotion to Professor, individuals must demonstrate taking leadership roles, for example, mentoring junior faculty, leading in course curriculum development/improvement, etc.

B. Effectiveness as a researcher.

Faculty must develop an independent and productive research agenda at Lamar University and become recognized, reliable experts in their field, acknowledged by their colleagues and the scientific community. Tenure-track candidates are encouraged to pursue innovative topics and to carry out focused, in-depth studies which could serve as a bridge to obtaining external research grants.

Demonstration of research effectiveness at Lamar University as evidenced by the following presented in order of importance starting with the most important:

1. Publications and other forms of disseminated scientific information. Due to the nature of chemical research, there is no hard rule about numbers of publications, but it is generally expected that one regularly publishes the results of their work and that the names of student coworkers be included as co-authors. Faculty are advised, to the best of their ability, to avoid recognized 'predatory' publishers.
 - a. Publications as a senior/corresponding author of peer-reviewed research articles in reputable, high impact factor national or international journals and approved patents in the applicants' field of research.
 - b. Publications as a senior/corresponding author of short peer-reviewed research letters, reports/communications.
 - c. Publications as a co-author (distinct from the senior/corresponding author) of peer-reviewed research articles in reputable national or international journals.
 - d. Publications as a senior/corresponding author or co-author of peer-reviewed review articles in reputable national or international journals.
 - e. Pending patents related to work at Lamar University.
 - f. Applicants' documented roles in the creation of web-based scientific tools, databases/depositories, etc.
 - g. Peer-reviewed Proceedings from conferences whose abstracts are indexed in major scientific databases (such as ACS, Science Direct, PubMed, etc.).
 - h. Invited presentations at international, national, regional, and local conferences.
 - i. Contributed presentations at international, national, regional, and local conferences.
2. Securing research funding. Due to the nature of chemical research, there is no hard rule about the amount of funding required, but demonstration of serious attempts to obtain funding is expected.
 - a. External funding (Federal, State, Municipal, Foundations) as the principal investigator (PI).
 - b. External funding as the co-principal investigator (Co-PI).
 - c. Industrial funding of research project as the PI or Co-PI.
 - d. Internal funding as the PI or Co-PI.
 - e. Pending major research grant applications.

3. Other demonstrations of becoming a known expert in an independent research field, include but are not limited to:
 - a. Acting as editor/co-editor for a reputable, indexed scientific journal.
 - b. Acting as paid consultant for industrial enterprises.
 - c. Acting as external reviewer for scientific proposals.
 - d. Acting as reviewer of scientific journal articles.

For promotion to Professor, individuals must demonstrate taking leadership roles, for example, leading collaborative research teams, organizing symposia, etc.

C. Service: Productive participation in department, college, and university affairs.

Faculty are expected to be actively involved in discussions and decisions which affect the profession.

Demonstration of effective participation is evidenced by the following:

1. Participation in university committees.
2. Participation in university related activities, organizations, and outside committees.
3. Participation in college committees.
4. Participation in departmental committees and assignments.
5. Participation in other services external to the university but of relevance to the profession.
6. Participation in the academic advisement of students.
7. Sponsorship/participation in student organizations.
8. Writing reference letters for the advancement of student careers.
9. Participation in other aspects of student development.

Service to the department and college are of primary importance for promotion to Associate Professor.

For promotion to Professor, service to the university, the profession, and the local community are of primary importance; individuals must demonstrate taking leadership roles, for example, chairing a university/college committee, leading a local community organization, etc.