



DEPARTMENT OF EARTH AND SPACE SCIENCES

Tenure and Promotion Criteria

In addition to the basic criteria for promotion to academic rank as delineated in Lamar University MAPP 02.02.27 (Tenure and Promotion of Tenure-track and Tenured Non-library Faculty), the following expectations are guidelines against which tenure, promotion and annual merit reviews are made:

Tenure and Promotion to Associate Professor

Criteria:

In the fall of the sixth year of full-time tenure track service (counting credited service indicated in the letter of first appointment), a faculty member at the rank of Assistant Professor must be considered for both tenure and promotion to the rank of Associate Professor. As part of this decision, the following three areas will be considered.

1. Demonstrated proficiency in teaching.
 - a. An Associate Professor must have a demonstrated record of excellent teaching performance based on course evaluations, written statements, or letters of support from students, and/or favorable recommendations from the Chair or other faculty based on in-class and other observations. Student evaluations should average above 3.0 and show consistently high marks or improvement to above 3.5 over time. Percentile rankings of those evaluations should show consistently average to above average scores or improvement from some below average scores to average or above average scores over time.
 - b. Consideration should also be given to extra assignments such as teaching overloads, preparation for field trips and field courses such as Summer Field Camp and Field Geology of Texas which takes effort beyond the normal teaching duties.
 - c. Teaching awards or participation in activities and trainings sponsored by organizations such as the Center for Teaching and Learning Enhancement that are designed to improve the faculty members teaching abilities and encourage best practices. Assistant Professors should participate in at least one teacher training workshop prior to applying for tenure and promotion to Associate Professor. Teaching awards should be considered especially meritorious but are not required.

- d. Development of new courses or revision of existing courses.
 - e. Other student-related activities. Note: Applicants for tenure and promotion to Associate Professor should participate in at least one of these activities for a year or more.
 - i. Effective participation in mentoring, retention, and recruitment activities.
 - ii. Evidence of high-quality academic advising.
 - iii. Evidence of academic involvement with students outside of the classroom setting.
 - iv. Sponsorship or mentorship of student organizations, with emphasis on academic groups.
2. Demonstrated proficiency in research or creative activities.
- a. Scholarly production may be recognized in the following order of importance. NOTE: A total of 20 pts or more are expected when application is submitted and should include at least one first authored peer-reviewed publication in a refereed international or national journal.
 - i. Peer-reviewed publication of a manuscript in a refereed national or international journal. (5 pts or 6 pts if first author)
 - ii. Peer-reviewed publication of a manuscript in a refereed regional journal or edited volume. (4 pts or 5 pts if first author)
 - iii. Peer-reviewed publication of monograph or field trip guide by a reputable press. (3 pts or 4 pts if first author)
 - iv. Presentation of invited abstract at a meeting of a regional, national or international professional organization. (2.5 pts)
 - v. Presentation of submitted abstracts at a meeting of a regional, national or international professional organization. (2 pts)
 - vi. Organization and leadership of a geologic field trip for a professional organization. (2 pts)
 - vii. Co-author (non-presenter) of an abstract for a professional meeting (1 pt)
 - viii. Participation on a discussion panel for a professional organization. (1 pt)

- ix.* On-campus or off-campus local presentation. (1 pt)
 - x.* Documented research in progress with plans for publication. (1 pt)
 - xi.* Report resulting from community-oriented research. (1 pt)
 - xii.* Book review. (1 pt)
- b. Professional achievement may be recognized in the following order of importance.
NOTE: A total of 10 pts or more are expected when application is submitted.
- i.* Gain external funding for a research project. (5 pts or 6 pts if PI)
 - ii.* Gain internal funding for a research project. (4 pts or 5 pts if PI)
 - iii.* Submit a proposal for external funding that is not funded. (2 pts or 3 pts if PI)
 - iv.* Submit a proposal for internal funding that is not funded. (1 pt or 2 pts if PI)
3. Demonstrated record of service in order of importance. NOTE: Except for their first semester as a tenure-track faculty member, applicants should have at least one service duty each year or serve on at least one committee or council from each of the following administrative units: department, college, university.
- a. Service at the departmental level, which may include the following.
 - i.* Departmental committees and other duties requested by the Chair.
 - ii.* Student advising.
 - iii.* Program or core assessment coordinator.
 - iv.* Program or center director.
 - b. Service at the college level.
 - c. Service at the university level.
 - d. Other professional service outside of the university.

Promotion to Professor

Criteria:

As stated in MAPP 02.02.27, beginning with the fall of the sixth year of full-time service (including any credit for prior service) at the rank of Associate Professor, a full-time faculty member may apply for promotion to the rank of Professor. If the candidate is successful, his or her rank as Professor would begin with fall of the next year of service. As part of this decision, the following three areas will be considered.

1. Superior teaching effectiveness.
 - a. A Professor must have a demonstrated record of excellent teaching performance based on course evaluations, written statements, or letters of support from students, and/or favorable recommendations from the Chair or other faculty based on in-class and other observations. Student evaluations should average above 3.5 and show consistently high marks or improvement to above 4.0 over time. Percentile rankings of those evaluations should show consistently average to above average scores with only a few below average scores from time to time.
 - b. Consideration should also be given to extra assignments such as teaching overloads, preparation for field trips and field courses such as Summer Field Camp and Field Geology of Texas which takes effort beyond the normal teaching duties.
 - c. A demonstrated history of successful development of new courses, programs or teaching methods, and continued improvement or consistently high level of success in established courses as determined from student evaluations and/or faculty and Chair observations.
 - d. Teaching awards and certificates demonstrating excellence in teaching, as well as workshops that help keep faculty abreast of best practices are not required, but aid in demonstrating the faculty's teaching excellence and yearning for continuous improvement.
 - e. Other student related activities including:
 - i. Effective participation in mentoring, retention, and recruitment activities, including involvement of students in undergraduate and graduate research.
 - ii. Evidence of high-quality academic advising at the program level and/or for individual graduate students.

- iv. Field trip guides associated with professional meetings. (3 pts or 4 pts if first author)
 - v. Presentation of abstracts at regional, national or international meetings. (2 pts)
 - vi. Chairperson of or discussant on a panel of a professional organization. (1 pt)
 - vii. Other on-campus or off-campus professional presentations. (1 pt)
 - viii. Documented research in progress leading to a publication. (1 pt)
- c. Excellence in research may also be recognized through funding in the following order of importance. NOTE: A total of 15 pts or more gained while an Associate Professor are expected when application is submitted.
- i. PI of an externally funded project (6 pts)
 - ii. Co-PI of an externally funded project. (5 pts)
 - iii. PI of an internally funded project. (5 pts)
 - iv. Co-I of an internally funded project. (4 pts)
3. Substantial contributions to departmental, college, university, and professional service, including leadership roles, in the following order of importance. NOTE: Applicants should have at least one service duty each year as an Associate Professor or serve on at least one committee or council from each of the following administrative units: department, college, university. NOTE: A total of 20 pts or more are expected when application is submitted.
- a. Service at the departmental level, which may include the following.
 - i. Serving as Chair of the department. (5 pts/year)
 - ii. Serving as Director of a program or center. (3 pts/year)
 - iii. Serving on the Department Personnel Committee. (2 pts/year)
 - iv. Serving on the Department Undergraduate Curriculum Committee. (2 pts/year)
 - v. Serving on the Department Graduate Committee. (2 pts/year)
 - vi. Serving on a faculty or staff search committee. (1 pt/year)

- vii.* Serving as a program or core assessment coordinator. (2 pts/year)
 - viii.* Student academic advising. (2 pts/year)
 - ix.* Aiding with student recruitment and retention for the department. (2 pts/year)
 - x.* Bringing in professional speakers and recruiters to talk about jobs (2 pts/year)
 - xi.* Other departmental service. (1 pt/year)
- b. Service at the college level which may include the following.
- i.* Dept. representative on the COAS Advisory Council. (2 pts/year)
 - ii.* Dept. representative on the College Personnel Committee. (2 pts/year)
 - iii.* Member of the College Curriculum Committee. (2 pts/year)
 - iv.* Other college service. (1 pt/year)
- c. Service at the university level which may include the following.
- i.* Dept. representative or member at large for Faculty Senate. (2 pts)
 - ii.* Member of the University Personnel Committee. (2 pts)
 - iii.* Member of the University Curriculum Committee. (2 pts)
 - iv.* Member of the Graduate Council. (2 pts)
 - v.* Other university service. (1 pt)
- d. Other professional service outside of the university which may include the following.
- i.* Peer reviewer of manuscripts submitted for publication. (1 pt/review)
 - ii.* Peer reviewer of proposals submitted for funding. (1 pt/review)
 - iii.* Service for professional organizations in applicant's area of expertise. (2 pts/year)
 - iv.* Professional service for national, state, or local government body (2 pts/year).
 - v.* Professional service with no compensation. (1 pt each service event)
 - vi.* Other professional service outside of the university. (1 pt each service event)

- e. Demonstrated leadership positions in the above areas of service. NOTE: Adds 1 pt each to service score. May include the following:
- i.* Appointment as Chair of the department.
 - ii.* Appointment as Program Director within the department.
 - iii.* Serving as Chair of any departmental, college, university, or other committee.
 - iv.* Serving as Editor or Associate Editor for a professional journal.
 - v.* Serving in a leadership capacity at a national or regional funding agency.
 - vi.* Appointment or election to leadership positions in national or professional organizations.
 - v.* Appointment or election to leadership positions in state or regional professional organizations.
 - vi.* Other professional leadership positions.