

TENURE AND PROMOTION GUIDELINES

Department of Chemistry and Biochemistry

The University of Southern Mississippi

I. Department of Chemistry and Biochemistry, The University of Southern Mississippi, is a research-intensive university providing research, teaching, and service of the highest possible quality to its board of trustees, the people of Mississippi, the Gulf South, and the nation. The teaching mission has two primary aspects. The first is the education of students in the scientific method through the study of chemistry, thereby contributing to the evolution of a populace able to make rational decisions in a world increasingly dominated by science and technology. The second is the education of students in chemical systems and, whenever feasible, to apply this knowledge to solving problems of societal interest. The teaching and research missions are inseparable parts of the whole. Research is an important part of undergraduate education and is the major component of graduate education. The service mission is both intra- and extramural. The former consists of contributions of faculty and staff expertise to the development and operation of the university. The latter includes acting as a resource for the community, state, and nation on chemistry and biochemistry related matters including work with professional societies and economic development through interactions with industry.

II. Departmental Criteria for Promotion and Tenure

The Department of Chemistry and Biochemistry is a Ph.D.-granting department at a research-intensive university. To realize the goals connected to its mission and maintain a successful graduate program, the research/scholarly activities of its faculty are the

colleagues in the department, to contribute to the agreed-upon mission and common good of the department, and to actively and constructively pursue innovation related to the department's research, teaching and service endeavors. Realizing the importance of diversity and the value of dissenting viewpoints, it must be emphasized that mere differences of opinion by themselves are not regarded as non-constructive.

Evaluation of a candidate's suitability for tenure differs from that for promotion by also considering the following criteria related to future potential and collegiality:

1. The candidate's potential for continued professional growth throughout his/her career at USM. The term "professional growth" encompasses research productivity, effective teaching and student mentoring, and service contributions as outlined in the promotion criteria.
2. The candidate's willingness and ability to show collegial behavior towards faculty at The University of Southern Mississippi and at other institutions.
3. The candidate's willingness and ability to abide by the departmental rules and procedures and to interpret these in the spirit in which they were intended.
4. The candidate's willingness and ability to work for the common good of the department, college and university. While aggressive pursuit of a successful professional career is expected and desired, competitiveness must not come at the expense and to the detriment of others in the department, college and university.

Additional criteria listed in the Tenure and Promotion Policies of the College of Science and Technology and in the Faculty Handbook of The University of Southern Mississippi.

B. Expectations for Tenure and Promotion to Associate Professor

1. Research Expectations

A faculty member qualifying for either tenure or promotion to associate professor must have established an active research program.

Four main criteria will be considered:

1. Publications in refereed journals consistent in number, quality, and scope with others in their area of chemistry or biochemistry.
2. Aggressive pursuit of establishing an externally funded research program through grant writing. Clear evidence of success in receiving grant(s) that support the candidate's research.
3. Presentations at national or international meetings on a continuing basis.
4. Direction and financial support of research conducted by graduate and undergraduate students.

Additional items for consideration as evinced by [B] [4] [T] [n] [C] [I] [T] [O] [f] [O] [c] [O] [w] [S] [I] [Z] [M] [8] [T] [E] [M] [C] [I] [w] [2]

2/26/2008

Revised 9/2009

- c. Non-refereed publications.
- d. Presentations at local and regional meetings and other institutions.

Five main criteria will be considered:

1. Service on departmental committees and through direct assignment as coordinator, liaison etc., with evidence of significant contributions and of leadership.
2. Service on graduate student committees and as chair of at least one graduate committee.
3. Active student recruitment for the department.
4. Effective undergraduate student advisement and assistance in the professional development of students (e.g. through letters of recommendation).
5. Service to relevant professional organizations within his/her area of expertise (e.g. as external reviewer of grant proposals and/or journal articles, as review panel member, active participation in the organization of professional meetings, etc.).

Other service activities for the advancement of the department can be taken into consideration:

- a. Service on college and/or university committees.
- b. Participation in and/or initiation of outreach programs that increase the visibility of the department in the public eye (e.g. high schools, local news, etc.).
- c. Initiation of and participation in departmental programs that contribute to the common good.

Additional evidence of service productivity can be considered that is not listed above (see the College of Science Promotion and Tenure Guidelines).

C. Expectations for Promotion to Professor

1. Research Expectations

An associate professor applying for promotion to professor must provide evidence for continually increasing research productivity and professional growth since the previous promotion. The candidate must have established a vigorous, well-funded independent research program in a particular area for which the applicant has gained a national/international reputation.

Five main criteria will be considered, with contributions expected in all five areas:

1. A sustained record of a substantial body of work for which the candidate is nationally and internationally recog0.0uf-0d1o3 zcf-0e1y-0.0g -0

2/26/2008
Revised 9/2009

- e. Active involvement in faculty curricular committees
- f. Contributions to laboratory instruction.
- g. Mentoring of new faculty teaching.
- h. Development of course materials to improve instruction, (course demonstrations, textbook(s), laboratory manual(s), multimedia teaching materials).
- i. Student evaluations compared to departmental mean for similar courses, taking particular note of questions related to good teaching.
- j. Meet good teaching practices checklist items.
- k. ~~58 (is 91) 50 8 Conj. 5 BTDC) 10 10 8. 78. 18 00 51 10 30 06~~ (when available checklist items)

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5. For promotion, a personnel committee of faculty members within the department who have the same professorial rank or higher as that requested by the applicant meet to evaluate the applicant.
6. The personnel committee elects a chair for the committee, evaluates the applicant's dossier, and then prepares a letter listing the committee's perceived strengths and weaknesses of the applicant.
7. The applicant receives the committee's preliminary evaluation and is given one week in which to respond in writing. The applicant is not under obligation to respond but must notify the committee in writing if he/she will not submit a response.
8. The personnel committee then meets again to consider any response the applicant submitted and votes on the applicant's request for tenure or promotion. In consultation with the committee members the committee chair prepares a letter that expresses the findings of the committee and the result of the vote.
9. The letter is signed by all committee members and included in the applicant's dossier.
10. The department chair prepares a separate evaluation letter that is also placed in the candidate's dossier. The department chair then forwards the complete dossier to the Dean, provides copies of both evaluation letters to the candidate, and for the departmental file