

## **Departmental Criteria for Promotion and Tenure Geosciences**

Working within the framework established by University regulations (HR-23) and the College of Earth and Mineral Sciences (as detailed in the statement of Criteria to be used for Promotion and Tenure), the Faculty Promotion and Tenure Review Committee in the Department of Geosciences will base its recommendations on the scholarly achievements of the faculty members. This concept, in our interpretation, encompasses research, teaching, and other scholarly services to the academic community and society, and involves quality as well as quantity of scholarly production, as reflected by peer-reviewed publications. The most critical measure in our evaluation will be the individual's impact on science and higher education, i.e. his or her impact on students, colleagues, departmental programs, and field of specialization. We wish to promote and reward those who excel on their academic work and thus serve to uphold or enhance our reputation as a distinguished Department of Geosciences.

The Committee's recommendations will be based on merit, not on seniority, although it must be recognized that protracted diligence is required to establish a reputation meeting the criteria set forth above.

Although it is recognized that the composition of the faculty, in the long range, is affected by budgetary factors or the evolution of new educational trends, these factors will not be considered in tenure and promotion recommendations.

Thus, the three main criteria are teaching ability and effectiveness; research, creative accomplishment and scholarship (including, where appropriate, the scholarship and research of geoscience pedagogy); and service to the University, the public, and the profession. The relative weighting given to these three criteria may vary amongst individuals and through a faculty member's career.

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