

STATEMENT OF CRITERIA TO BE USED BY THE  
COLLEGE OF EARTH AND MINERAL SCIENCES  
IN PROMOTION AND GRANTING TENURE

The Promotion and Tenure Review Committee of the College of Earth and Mineral Sciences will base its recommendations on the scholarly achievements of faculty members, including research, teaching, and other scholarly services to the academic community and society taking both the quality and quantity of scholarly production into account. The critical measure in the evaluation will be the individual's impact on science and/or industry and higher education, that is, the impact on students, colleagues, departmental programs, and fields of specialization. The aim is to promote and reward those who excel in their academic work and who by their dedication and performance serve to uphold or enhance our reputation as a distinguished College.

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

Persons appointed to or advanced to the rank of assistant professor will normally have a doctorate degree, though exceptions may be granted to individuals who have clearly demonstrated outstanding abilities and performance. Demonstrated ability in teaching and research is mandatory and demonstrated potential for continuing growth is desirable.

Those recommended for the rank of associate professor must have demonstrated all of the qualifications for assistant professor. In addition, the individual must have demonstrated, through scholarly achievements and evaluations by both students and peers, the potential to become an outstanding scholar of national repute and an accomplished, inspiring teacher.

For promotion to the rank of professor, it is necessary that the person be an established, nationally recognized scholar and a superior teacher. Truly outstanding performance in one area may be considered to compensate to some degree for less than superior performance in the other. Demonstrated ability to direct others in research and participation in University-wide decision-making or formulation of national science policy are desirable.

Recommendations regarding tenure will be based on the merits of individuals, their academic achievements, and their potential for contributing to the success of their department and the College.

Letters of evaluation from outside reviewers shall be obtained by the Dean and be submitted with recommendations for tenure or promotion to associate professor or professor or equivalent ranks.

(Prepared by Promotion and Tenure Committee, Fall 1975  
Approved by Faculty Steering Committee, Fall 1976  
Revised and approved by the Faculty, Fall 1996  
Revised and approved by the Faculty, Spring 1997)