

EXPECTATIONS FOR ACADEMIC ADVANCEMENT
DEPARTMENT OF GEOLOGICAL SCIENCES

TENURE-TRACK APPOINTMENTS

The procedures and guidelines for promotion and tenure for faculty in the Department of Geological Sciences adopted by the faculty of the Department of Geological Sciences February, 1990 and approved by the College of Arts & Science March, 1990.

Given below are the levels of performance expected (1) at the time of the third-year review, (2) for recommendation for tenure and promotion to associate professor, and (3) for recommendation for promotion to full professor. Inasmuch as each person's career path is somewhat different, the weighting of expectations may vary with each candidate.

THIRD YEAR REVIEW

1. Teaching well across all levels of the curriculum as demonstrated through peer faculty evaluation of the candidate's teaching portfolio and through student teaching evaluation questionnaires.
2. Dissertation research published in leading peer-reviewed journals of the faculty member's discipline or sub-discipline.
3. Initiation of an independent research program beyond dissertation and/or post-doctoral research as demonstrated by:
 - (a) Research papers published, in press, and in review.
 - (b) External research grant in force or positive peer reviews, as judged by the faculty, of declined submissions.
 - (c) Presentations of research at professional forums.
4. Service to the department.

TENURE AND PROMOTION TO ASSOCIATE PROFESSOR

1. Teaching well across all levels of the curriculum as demonstrated through peer faculty evaluation of the candidate's teaching portfolio and through student teaching evaluation questionnaires.
2. Evidence of an established independent research program. Criteria to be considered are:

- (a) Publication of scholarly, full-length, data-based, peer-reviewed papers in leading journals of the candidates sub-discipline. These publications must address research beyond the dissertation and post-doctoral research.
- (b) Award of external research funding.
- (c) Advising graduate student theses and dissertations.
- (d) Positive letters of evaluation from qualified impartial reviewers of documented national status.

3. Presentations of research at professional forums.

4. Service to department, MU, and profession.

PROMOTION TO FULL PROFESSOR

1. Continuing to meet the criteria and expectations that gained the candidate promotion to associate professor with tenure.
2. Demonstration of national prominence as indicated, for example, by serving on professional panels, committees, editorial and advisory boards, and/or as officers of professional organizations.

There is no timetable for promotion to full professor; that is, an associate professor can remain in rank indefinitely. A faculty member who holds the rank of associate professor may request full application of the departmental decision process subsequent to his/her fifth year at associate rank.

NON-TENURE-TRACK APPOINTMENTS

The procedures and guidelines for promotion for non-tenure-track faculty in the Department of Geological Sciences adopted by the faculty of the Department of Geological Sciences in August 2010.

For non-regular appointments (e.g. Assistant Research Professor, Associate Research Professor, Assistant Teaching Professor, Associate Teaching Professor and similar titles), the expectations for promotion are the same as those above for tenure-track appointments. However, these expectations will be focused on the primary purpose of the candidate's appointment (research or teaching quality and productivity) as defined by job title category.