

**DEPARTMENT OF PHYSICS  
CRITERIA FOR TENURE AND PROMOTION**

**General Policy**

The purpose of the award of tenure is to retain outstanding scholars with a demonstrated track record of excellence in research, teaching, and service and the promise of future productivity, and to provide increased academic freedom in which to work. Untenured faculty members and/or those who are eligible for promotion shall be evaluated annually by a variety of methods (chair, review committee, mentor) and shall be informed in writing of the outcome by the department chair.

**Criteria**

**(1) Research**

For promotion to Associate Professor/tenure, there must be evidence of excellence in scholarship at the national and international level, with the candidate ranking in the top of their research specialty for their age group. The evaluation of the research, in particular its originality and international standing, is by external peer review of publications and other scholarly activities. The reviewers are asked to compare the candidate's performance with those of the best in the relevant field for all institutions (public and private).

For promotion to the rank of Full Professor, there must be a clearly established national and international reputation for having made recognized major contributions to the field (e.g., important discoveries, seminal works, and major treatises). Evidence of a sustained level of high quality work is especially important. Evaluation of the level of activity is by Peer Review conducted by the leading international experts in the field.

**(2) Teaching**

For the award of tenure and/or promotion there should be evidence of sustained level of high quality teaching and a commitment to the instructional mission of the University. The level of achievement is assessed by consideration of (1) student evaluations, (2) interviews with students, (3) classroom or teaching laboratory visits, and (4) review of syllabi and other class material. An overall review of the teaching performance is conducted by a committee appointed by the chair.

In the overall Departmental considerations, considerable weight is attached to the teaching evaluation, but in general less than that to research and scholarly activities.

**(3) Service**

Significant service contributions to both the Department and to the Community (University, State, National Boards, etc.) are expected for the award of tenure and/or promotion. Evidence of contributions beyond the normal obligations expected of faculty members (regular service on ~2 committees per year) is taken into consideration in the overall evaluation, but it not required for recommendation for tenure and/or promotion to Associate Professor. Evidence of a commitment to service to the Department is expected for promotion to Full Professor.