

Chemistry Faculty Directing the Forensic Chemical Science Program
Tenure & Promotion Criteria
Chemistry Department

The Chemistry Department standards for tenure and promotion reflect a directed interpretation of the broader University-wide criteria consistent with the departmental mission. Candidates should seek the guidance of the chair of the department, dean of the college, and senior faculty to determine the appropriateness of any activity or product that may be used to support a petition for either tenure or promotion.

Tenure

Tenure is awarded to the candidate who has demonstrated a record of effective and successful teaching, progress towards a program of research, and discipline-related service. By granting tenure, the department, College, and University judge the candidate to be academically strong, professionally committed, and personally responsible to meet the rigors of intellectual leadership. Generally, the candidate is eligible to petition for tenure during the sixth year of full-time employment in the department. It is possible a candidate may petition early or may enter the department with negotiated years towards tenure. The requirements for tenure include, but are not limited to, the following:

- Ph.D. in Chemistry or related field, or Masters in Forensic Science with four years forensic laboratory experience
- A probationary period not to exceed six years
- Evidence of effective and successful teaching could include, but is not limited to, advising forensic chemical science students; evaluating student products such as internship reports; use of innovative instructional methods; development and implementation of new courses and programs; a pattern of consistently positive ratings on department and college student perception forms and positive peer/chair evaluations; other appropriate evidence of teaching success.
- Evidence of progress towards a program of research could include, but is not limited to, one or more publication(s) in a refereed journal; presentations at professional meetings; collaborating with scientists grants, internal and/or external; seminars; guided student research resulting in student presentations, and other appropriate evidence of scholarship and research.
- Service includes those beneficial activities that depend upon the professional expertise of the individual faculty member and that are beyond the normal classroom and scholarly activities. Evidence of service could include, but is not limited to, commitment to departmental, college and university activities and responsibilities; managing the forensic chemical science (FCS) internship program; recruiting for the FCS program; promoting the FCS program in the community and K-12 schools, offering workshops; coordinating with the larger campus forensic programs (Criminal Justice, Anthropology, Digital).

Promotion or Appointments

Assistant Professor

- Ph.D. in Chemistry or related field, or Masters in Forensic Science with four years forensic laboratory experience who is hired with the expectation that the candidate is capable of earning tenure.

Associate Professor

- Ph.D. in Chemistry or related field, or Masters in Forensic Science with four years forensic laboratory experience
- A minimum of six years of full-time university teaching
- Successful teaching as defined for tenure, with additional emphasis on development of courses, curricular leadership, and demonstration of innovation in classroom performance.
- Research and scholarly activity as defined for tenure, which includes at minimum one product that has been subject to external review and accepted for publication, and a pattern of on-going research and scholarship demonstrated by professional collaborations, faculty/student presentations, publications, and/or grants.
- Service as exemplified by tenure with the potential for leadership roles at the college and/or university level. Demonstrated administrative capabilities and interpersonal skills.

Full Professor

- Ph.D. in Chemistry or related field, or Masters in Forensic Science with four years forensic laboratory experience
- A minimum of ten years of full-time college level teaching, four of which must have been at the Associate Professor position.
- Continued successful teaching as defined for Associate Professor.
- Research and scholarly activity as defined for Associate Professor that demonstrates a sustained pattern of refereed products including collaborative work with others.
- Service as defined for Associate Professor that may include holding offices of leadership in local, regional, and/or national academic or professional organizations. Administrative skills with experience in supervising others, maintain a budget, developing and sustaining growth or progress in a FCS program.