

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

**1. DEGREE REQUIREMENTS**

To be eligible for appointment to the rank of Assistant Professor or for tenure, a candidate must have a doctoral degree in Physics, Astronomy, or Engineering.

**2. LENGTH OF SERVICE REQUIREMENTS**

The length of service requirements for tenure or promotion in the Department of Physics and Astronomy are the same as the general requirements for the College of Arts and Sciences.

**3. TEACHING EFFECTIVENESS**

To be recommended for tenure in the Department of Physics and Astronomy, a candidate must show a record of teaching effectiveness based upon both formal and informal peer evaluations, student evaluations, student performance in subsequent courses and/or on standardized tests, and by the success of individually supervised students. Formal peer evaluation will be made by A) the department chairperson sitting in on one class for a one month period of time during the third and fifth years of the candidate's tenure and B) by senior faculty sitting in on one class for a period of two weeks during the fifth year of the candidate's tenure. Development of new courses and innovative classroom techniques will also be considered in evaluating a candidate's teaching effectiveness.

To be promoted to Associate Professor a candidate must demonstrate a record of teaching excellence consistent with tenure requirements, but not requiring classroom visitations on the part of the department chairperson or senior faculty.

To be promoted to Professor a candidate must demonstrate a record of outstanding teaching consistent with tenure requirements, but not requiring classroom visitations on the part of the department chairperson or senior faculty.

**4. RESEARCH AND SCHOLARSHIP**

To be recommended for tenure in the Department of Physics and Astronomy, a candidate must demonstrate a consistent record of progress in research and scholarly activity. Such activity could include, but not be limited to: engaging students in research activity, engaging in basic or applied research, publication and/or presentation of papers, membership in professional organizations, attendance and active participation at professional meetings.

**To be recommended for promotion to Associate Professor, a candidate must demonstrate a record of research and scholarship consistent with tenure requirements and have at least one publication in an external, refereed journal, since being hired at Washburn University.**

**To be recommended for promotion to Professor, a candidate must demonstrate a record of outstanding research and scholarship consistent with tenure requirements and also show a sustained pattern of successful research and scholarship as evidenced by such things as publications in referred journals, presentations of papers at professional meetings, publication of academic books or leadership in professional organizations.**

## **5. SERVICE**

**To be recommended for tenure in the Department of Physics and Astronomy, a candidate must demonstrate a record of service in such areas as active participation in committee work at the department, college, and/or university level, service to the department in non-teaching or non-research functions, service to student organizations, service to the community in both professional and non-professional areas, and service to professional organizations.**

**To be recommended for promotion to Associate Professor, a candidate must demonstrate a record of service consistent with tenure requirements and also show evidence of leadership in such areas as listed in the tenure requirements.**

**To be recommended for promotion to Professor, a candidate must demonstrate an outstanding record of service consistent with the requirements for tenure and promotion to Associate Professor.**