

Tenure Requirements with Specific Expectations for Physics rev 1.1 (incorporating comments from rs, krm) 2/2/2018

To provide more specific guidelines for Tenure and Promotion to Associate Professor, excerpts and statements from the Criteria for Appointment, Promotion and Tenure are included with specific expectations related to the B.S., M.S., and Ph.D. programs within the Physics department. The expectations outlined within are intended to serve as a set of goals for assistant professors to meet, but given the various factors involved in the final tenure decision, the specifics are not necessarily checklists.

PROFESSIONAL APPOINTMENTS (Adopted by the Faculty on 3/14/90) Associate Professor

“The rank of Associate Professor requires evidence of both significant past accomplishments and future promise. Such accomplishments must be distinctive, and not merely average or adequate.”

Under Section II. Tenure and/or Promotion to Associate Professor

E: Final Tenure Review:

1. Teaching Evaluation

For teaching, the Policy states that, "the committee should clearly indicate the sources of evidence considered in its appraisal of teaching skill. According to the Policy, the types of evidence include a range of assessments from other members of the candidate's department, students, graduates, and the number and caliber of students attracted to the candidate's teaching and research programs. In order to ensure quality teaching at New Mexico Tech, it is recommended that the tenure committee conduct interviews with advisees and students who have taken courses from the candidate. The Registrar can provide a list of randomly selected students to interview.”

Specific Physics expectations:

- a. Faculty in Physics should provide evidence of competency and a standard of excellence at the introductory, intermediate and graduate/advanced level of instruction.
- b. Evidence from peer evaluations, students' written comments on course evaluations, and self-assessment are considered to be of more value than simple numerical evaluations. However, as a rough benchmark, according According to the NMT Promotional guidelines for Full Professor, “Average numerical scores above 4 in upper division courses, or 3 in lower divisions courses, can be taken to indicate competency.” While tenure-track faculty may not achieve such averages in their early stages, such scores place faculty on a good trajectory for future promotion to Full Professor with respect to teaching. Support by corroborating student comments and evaluations are taken into account and may actually receive heavier weighting than just numerical scores.
- c. Tenure committee members are expected to sit in on some classes (particularly early in the career) to provide feedback on teaching style and get early wind of problems.

2. Research and Creative Work Evaluation

For research and creative work, the Policy states, “There should be evidence that the candidate is continuously engaged in creative activity of high quality and significance. Although every candidate for tenure is different, there should be a basis of comparison within the Institute of previously tenured faculty. Opinions should be sought on the standards at comparable institutions. Tenure decisions should be made that will ensure that the Institute not only maintains but also increases its standards of excellence.”

Specific Physics expectations:

- a. Faculty in Physics are expected to publish in peer-reviewed journals. During a four year-tenure cycle, and allowing for start-up effects, roughly three publications based on work done at NMT could be considered appropriate evidence of research productivity. A committee may expect a bit more in a field where pubs are shorter or based more on pre-acquired data, and perhaps fewer in an experimental area where substantial start-up fabrication time is expected. Metrics such as impact and quality of resulting publications must be taken into consideration.

Conference proceedings will also be considered to strengthen the research portfolio, but cannot substitute for peer-reviewed journal pubs.

b. Faculty in Physics should be active in conferences, and attend AT LEAST one relevant conference per year. This will particularly help with establishing their reputation with external referees.

d. Faculty in Physics are expected to support undergraduate and graduate students. At LEAST one graduate degree should be awarded before a member is up for tenure. Because of time-constraints, this is likely to be an MS degree. Members are encouraged to also have at least a Ph.D. degree in progress.

c. Faculty in Physics are expected to obtain extramural funding that demonstrates a sustainable research program beyond the assistant professor level. Success rates of the funding programs along with metrics such as student support, and broader impacts will be taken into consideration.

Examples of funding that indicate strong sustainable research programs include:

NSF-individual or collaborative sponsored programs

NSF-Career Awards, Research Foundation Cottrell Scholarships.

Nationally competitive collaborations or Industrial grants

While there are no rigid expectations on dollar amounts for research grants, the level of support should be sufficient to successfully carry out the goals of the research program.

3. Institute and Public Service

The faculty plays an important role in the administration of the Institute and in the formulation of its policies. Recognition should, therefore, be given to scholars who prove themselves to be able administrators and who participate effectively and imaginatively in faculty government and the formulation of departmental, college, and Institute policies.

Specific Physics expectations:

- a. Faculty in Physics are expected to contribute to Physics Department activities such as the graduate preliminary exam, recruitment activities for graduate and undergraduate students (e.g. research@tech day, department visits/tours), undergraduate advising, curriculum review, and assessment. A nominal committee load would include at least two departmental committees and preferably one faculty senate committee.
- b. Faculty are expected to serve as peer reviewers for professional journals and funding agencies, and to participate in other professional service such as conference organization, convening special sessions, steering committees, and serving as officers of professional organizations.