

Department of Physics Criteria for Promotion and Tenure

Approved October 31, 2007

In the evaluation of faculty for tenure and promotion, the Department of Physics affirms the intent of Article VIII of the bylaws of the College of Arts and Sciences. We value teaching excellence above all other criteria; however, we also believe that excellence in research and scholarship is closely tied to excellence in teaching. Finally, all members of the Physics Department are expected to contribute to the College beyond their work in the classroom and laboratory.

Teaching. A candidate for promotion and/or tenure is required to demonstrate excellence in teaching. A successful candidate must:

- be competent to teach a wide variety of the physics courses offered at the undergraduate level;
- demonstrate a commitment to challenging students intellectually;
- demonstrate an excitement for physics both in the classroom and the laboratory;
- develop teaching methods that will require students to be actively engaged in their own education;
- offer many opportunities for students to demonstrate the knowledge and skills that they have developed;
- be available to students outside the classroom.

In addition, we expect all candidates for promotion and tenure to:

- develop and teach courses designed specifically for non-science majors;
- participate in College-wide programs such as the Rollins College Conference, the Honors Degree Program, and team-taught interdisciplinary courses.

The Department strongly supports the idea that one's development as a teacher does not end with the awarding of tenure. Therefore, successful candidates for promotion to professor must not only demonstrate excellence in teaching but also a commitment to his/her continuing development as a teacher.

The Department will employ a variety of methods to evaluate the quality of teaching. These include:

- an examination of the candidate's self assessment statement, which must include a detailed description of his/her teaching/learning philosophy and goals;
- an examination of the candidate's course materials, including course syllabi, handouts, homework assignments, quizzes and tests, and laboratory assignments;

- an examination of student evaluations, with special attention to questions that provide information on the candidate's ability to challenge students and engage them in active learning;
- regular classroom and laboratory visits prior to the candidates informal and formal evaluations.

Research and Scholarship. The Department of Physics believes that active engagement in research and scholarship is inextricably tied to quality teaching. It is critical to remaining current in one's field and maintaining enthusiasm for one's discipline. Furthermore, it allows a faculty member to demonstrate to students that science is an active creative process that engages one, not only intellectually, but also emotionally – the excitement of discovery is difficult to teach but easy to demonstrate. Therefore:

- a successful candidate for tenure and promotion must be actively engaged in scientific research.

The Department also believes that the best way for students to learn physics is to be involved in research. Therefore:

- a successful candidate with a specialty in experimental physics must develop a research program that involves undergraduate students as collaborators;
- it is much more difficult for undergraduates to do research in theoretical physics; however, a successful candidate with a specialty in theoretical physics must show an ongoing effort to develop a research program that has the potential of involving undergraduate students at the advanced level.

In physics, the most widely accepted ways of providing evidence for the quality of research performed is to make presentations at national and international physics meetings of professional physics societies, publish papers in peer-reviewed physics journals, and provide written assessments of research expertise by other professionals in one's research specialty. Therefore, the successful candidate for tenure and promotion to associate professor must:

- present at least two physics research papers at national or international meetings of professional physics societies based on research performed since appointment to the Rollins Faculty.
- publish or have formal acceptance for publication of at least two research papers in peer-reviewed journals of a professional physics society based on research performed since appointment to the Rollins Faculty. Because scientific research is often best accomplished as a collaborative effort, it is common for scientific research articles to be coauthored works; therefore, the candidate need not be the sole author on these papers, provided he or she is a major contributor to the work.

Furthermore, the successful candidate for promotion to professor must:

- present at least two physics research papers at national or international meetings of professional physics societies based on research performed since promotion to associate professor or since appointment to the Rollins Faculty as an associate professor.
- publish or have formal acceptance for publication of at least three research papers in peer-reviewed journals of professional physics societies based on

research performed since promotion to associate professor or since appointment to the Rollins Faculty as an associate professor.

- provide at least two letters from experts in the candidate's field of research that assess the candidate's research accomplishments.

Service. Service to the College beyond the classroom and laboratory is an integral part of a faculty member's responsibilities. Therefore the successful candidate for promotion and tenure must:

- participate actively in the Department's efforts to recruit prospective students with an interest in physics;
- be regularly available to students for help and advice;
- serve regularly as an academic advisor;
- serve on at least one College-wide committee or task force during the period from appointment to consideration for tenure and promotion to associate professor and again during the period from promotion to associate professor to consideration for promotion to professor.

Other activities that are encouraged and enhance a faculty member's candidacy for promotion and tenure include:

- participation in student-oriented activities;
- participation in projects on behalf of the Department and/or the College;
- participation in the activities of professional organizations;
- participation in community service organizations;
- presentations made to high schools or community groups.