

Review of Departmental Weighted Criteria for Promotion

Department of Physics and Astronomy East Tennessee State University

Overview

Evaluation for promotion will be given in the areas of teaching, research and service. It is clear that these areas are not entirely separable. Teaching often includes discussing the importance and limitations of research in the fields of physics and astronomy. Also, research at the undergraduate level, particularly with the Honors-in-Discipline students, involves instruction in physical principles and research techniques. The Department considers that research is one of the best forms of instruction available. It is important to the Department that candidates for promotion demonstrate effective teaching, produce quality research, and participate in service activities. For evaluation, the relative importance of these three activities are taken in the order of teaching > research > service.

Candidates for promotion must demonstrate a continuing program of scholarly activity and must supply documentation supporting their levels of accomplishment in all areas. In teaching, this would include good student and peer evaluations, development of new teaching methods and or materials, or publications in education journals. In research this would include a number of papers published in peer reviewed journals. Here one is looking for a continuing program of accomplishments. Finally for service, participation in departmental activities, service on college and/or university committees, service to the profession, and participation in public outreach programs are expected to achieve promotion.

Teaching

Applicants to be considered for promotion are required to submit a dossier demonstrating that they are effective teachers. Effectiveness must be documented. Documentation is supplied mainly by quantifying student assessments. Student evaluations are sought from both lower-level and upper-level undergraduate courses. The University requires peer review of instructors. Faculty attend the candidate's lectures, and written evaluations of these visits are included in the third-year reviews. Those performing the peer reviews look at the development of new teaching methods, testing materials, and the incorporation of new technologies in teaching. Peer review of faculty is also conducted by the faculty at presentations of seminars through the regular weekly departmental seminars.

Research

The Department has high expectations for faculty to have productive research careers. The Department places an emphasis on seeking external funding. There are expectations that faculty seeking promotion will be actively writing external grant proposals. Faculty

seeking promotion must also have publications in nationally and internationally recognized peer-reviewed journals. The Department does not quantify this expectation. The Department looks favorably on candidates with five refereed publications in their promotion to associate professor dossiers. For promotion to full professor, the Department looks favorably on candidates with at least an additional five refereed publications.

Service

The Department expects all of their tenured and tenure-track faculty to carry out service activities. Activities related to service to the Department include the advising of Physics majors/minors, Astronomy minors, and students involved in the Honors-in-Discipline program. Additional departmental service activities include service on search committees, editor of the departmental web pages, serving as seminar coordinator, and the recruitment of students to the major. Serving on college-level or university-level committees are also a useful service activity to achieve promotion. Service to the profession include such activities as reviewing grant proposals for NSF, NASA, or NIH; reviewing manuscripts submitted to publication to national journals; committee work for national/international organizations; or working on arranging topical conferences. Finally, our faculty are expected to assist in the departmental public outreach programs such as presenting a talk and/or participating at the Astronomy Open Houses at the ETSU Observatory, presenting planetarium shows, presenting talks at local schools, or interacting with the local media.