

## **Criteria for Appointment, Promotion, and Tenure Department of Microbiology and Molecular Genetics**

**Assistant Professor:** Appointments as Assistant Professor (tenure stream) are usually made only after a search which includes nationwide advertising in the appropriate trade journals as well as canvassing by letter or telephone of the outstanding individuals or laboratories in the field. Individuals appointed will have demonstrated research accomplishment, potential for obtaining outside funding on a competitive basis, and potential or actual teaching competence as judged by a seminar presentation, by discussions with the candidate, and by comments made in letters of recommendation.

**Associate Professor:** Promotion to Associate Professor will be made when a candidate has achieved nationally recognized stature in his or her particular field. This evaluation will be made by internal and external peer review, including some referees chosen by the candidate and some by the department. The individual must have mounted a competitive research program as evidenced by outside funding and significant research productivity, including publications in refereed journals and presentations at national meetings. Teaching competence must be demonstrated. Among the criteria used to evaluate this last area will be successful thesis completion by graduate students, placement of graduate students and postdoctoral fellows in appropriate positions, positive peer and student evaluation of didactic teaching, and demonstrated competence of students in succeeding courses. Development of innovative or superior teaching materials will also be considered as evidence of teaching excellence. These criteria will be considered in the context of the candidate's service to the University and to the scientific community.

**Professor:** Promotion to Professor will be made when a candidate has achieved a stature in her or his particular field appropriate for their career level, as demonstrated by the sort of peer evaluation described above for Associate Professor. Long-term continued productivity must have been achieved, and a significant body of excellent scholarly work must have been produced. The candidate must show objective evidence of high reputation such as invitation to, or organization of, international meetings, membership on editorial boards of first-class journals, and editorships of important books. Teaching excellence, according to the previously mentioned criteria, must be demonstrated. In particular, the career record of the candidate's students (postdoctoral fellows, graduate students) must indicate the excellence of his or her teaching. These criteria will be considered in the context of the candidate's service to the University and to the scientific community.

**Research Faculty Appointments:** Appointment as Research Assistant Professor (without tenure) usually is considered upon recommendation of the candidate by a faculty mentor. The candidate will have demonstrated research accomplishment, potential for obtaining outside funding on a competitive basis and potential for voluntary participation in the teaching program, as evinced through letters of recommendation, a seminar presentation and discussions with the candidate and mentor.

Appointments in the research track are renewed annually at the discretion of the Chairperson, assuming the above criteria continue to be met. Promotion, or appointment at a higher rank, is available and is awarded according to the same criteria as used for regular faculty.