

Department of Physics and Astronomy

Departmental Standards for Tenured Faculty Review

As approved by CLAS and transmitted to the Provost's Office for University approval, January 18, 2012

Described below are the expectations for tenured faculty in the three areas of teaching, scholarly work, and service. The indicated activities for each area are not intended to be all-inclusive lists that describe the activities in which every single faculty member is expected to engage. Rather, it is expected that all faculty will be involved in most of the activities described in each section but that specific activities will vary from faculty member to faculty member. It is the intent of each section that is important; faculty members are expected to make significant contributions in all three areas. We also note that the relative weighting of the expectations in each of the three categories described below may be modified through discussion with the DEO in the context of a specialized portfolio for an individual faculty member.

A. Teaching

Faculty members are expected to meet departmental expectations for effective teaching. They shall conduct written evaluations of classroom teaching in every organized course (in accord with the CLAS policy on student evaluation of teaching http://www.clas.uiowa.edu/faculty/teaching/student_evaluation.shtml). These evaluations are expected to indicate effective classroom teaching. Within the context of five-year post tenure reviews, there shall be regular peer evaluation of teaching through examination of the syllabus and a classroom visit. Syllabi shall reflect the content of the course and reasonable expectations of student performance. Faculty members are expected to teach appropriately sized classes, so long as departmental programmatic and collegiate curricular needs are met.

Faculty members are expected to regularly update existing courses to correspond to the current state of knowledge and technique in the subfield. When a course is an element of a sequence, faculty are expected to provide sufficient coverage of the relevant topics to properly prepare students for the next course in the sequence.

Faculty members are expected to develop new courses when appropriate, due to the development of knowledge in their subfields, in order to prepare graduate students for research in areas of current interest within the department, to prepare undergraduate students for graduate school, or to educate the broader university community about a Physics and Astronomy subarea.

Faculty members are expected to advise undergraduate students when requested by the students themselves, or by the DEO. Faculty members are expected to provide advice to graduate students relevant to their selection of a research area. Faculty members are expected to serve on graduate thesis and dissertation committees. Faculty members are expected to advise graduate students and postdoctoral fellows directly on their research when they are working under their supervision.

B. Scholarly Work

Faculty members are expected to demonstrate continued development and growth of their scholarship as well as continually increasing visibility. A central element of this is a sustained record of published, peer-reviewed scholarship in the journals appropriate for their field. Work accepted for publication will be considered as published. Productivity and visibility is also evident through the publication of books, opinion pieces, and news reports, as well as citations to the faculty member's work.

Faculty members are expected to demonstrate continual efforts to communicate the results of their research, both to specialized (conference presentations) and general audiences (seminars and colloquia).

Faculty are expected to demonstrate visibility in their areas. Ways visibility can be demonstrated include honors/awards from professional societies and other institutions, external funding, attendance at relevant conferences, invited talks at conferences, seminars, colloquia, and serving on program committees.

Faculty members are expected to vigorously pursue sources of external funding, and to include in their applications for funding support for graduate student research **and, as** appropriate, for undergraduate student research and/or postdoctoral fellows or research scientists.

C. Service

Faculty members are expected to demonstrate increasing leadership and service to the department, the college, the university consistent with each tenured faculty rank.

Faculty members are expected to maintain, reinforce, and develop academic programs. Ways faculty members may demonstrate this include student recruitment, development of new majors/tracks, teaching laboratory development, and public outreach.

Faculty members are expected to serve on Departmental, Collegiate, and/or University committees, or in an ad hoc way as needed.

Faculty members are expected to serve as reviewers for articles and proposals.

Ways that faculty members may provide service to their profession include organizing conferences/workshops, holding offices or carrying out duties in professional organizations, editing or advising journals, or serving on panels.