P&T Unit Criteria for Promotion
From
Assistant to Associate Professor
In the
Odum School of Ecology

1) Teaching
   a. Teach at least 1.5 regularly scheduled (3-4 hour) courses on average per calendar year.
   b. Show evidence of high quality teaching based on course evaluations, peer-teaching reviews, or other metrics of instructional excellence (or show improvement).
   c. Contribute to core School or University courses (broadly defined).
   d. Contribute to both graduate and undergraduate education through teaching, mentoring, and advising.

2) Research
   a. Publish on average 2.5 peer-review, high-quality journal articles per year, as evidenced by acceptance in high-impact journals or by achieving high citation indices.
   b. Apply annually for funding commensurate with your scholarship requirements and student mentoring needs.
   c. Secure at least one substantial extramural grant during the pre-tenure period.
   d. Show evidence of national recognition in research.

3) Professionalism
   a. Demonstrate respect and collegiality to faculty, staff, and students.
   b. Show evidence of mentoring of O.S.E. students.

4) Service
   a. Participate actively in either O.S.E. or U.G.A. standing committees.
   b. Contribute towards the advancement of your discipline at national and/or international levels.

(* Activities are evaluated commensurate with EFT distribution)
P&T Unit Criteria For Promotion
From
Associate to Full Professor
In the
Odum School of Ecology

1) Teaching
   a. Teach at least 1.5 regularly scheduled (3-4 hour) courses on average per calendar year.
   b. Show evidence of high quality teaching based on course-evaluations, peer-teaching reviews, or other metrics of instructional excellence.
   c. Contribute to core School or University courses (broadly defined).
   d. Contribute to both graduate and undergraduate education through teaching, mentoring, and advising.

2) Research
   a. Publish on average 2.5 peer-review, high-quality journal articles per year, as evidenced by acceptance in high-impact journals or by achieving high citation indices.
   b. Apply annually for funding commensurate with your scholarship requirements and student mentoring needs.
   c. Secure at least one substantial extramural grant during the post-tenure period and prior to promotion to Full Professor.
   d. Show evidence of both national and international recognition in research.

3) Professionalism
   a. Demonstrate respect and collegiality to faculty, staff, and students.
   b. Show evidence of mentoring of O.S.E. students and colleagues.

4) Service
   a. Participate actively in O.S.E. standing committees.
   b. Participate actively in UGA standing committees.
   c. Contribute towards the advancement of your discipline at national and international levels.

Teaching: The candidate should continue the high instructional standards required for promotion from Assistant to Associate Professor.

Research: The candidate’s research program should show maturity and international recognition in at least one sub-discipline of ecology. Measures of this would include publications in high-quality journals, grant renewals, research awards, and international speaking invitations.

Mentoring: The candidate should have graduated doctoral and/or master’s students by the time he or she requests consideration for promotion from associate to full professor.

Service: The candidate should have demonstrated leadership both within, and outside of, the university.

General: Promotion to Full Professor in the Odum School of Ecology requires a steady level of productivity in research, teaching, and service since the last promotion, plus a clear demonstration of international recognition of research, greater mentoring of students, and greater leadership in service.

(* Activities are evaluated commensurate with EFT distribution.)