

# Odum School of Ecology

## Unit Criteria for Promotion and Tenure

Approved by the Faculty on 10/5/15  
Approved by the Dean on 11/20/15  
Approved by the Provost on 11/20/15

## Odum School of Ecology Preamble to Promotion and Tenure

University criteria for evaluation of promotion and tenure are outlined in the *University of Georgia Guidelines for Appointment, Promotion and Tenure*. In addition, the Odum School of Ecology also uses more discipline-specific criteria in faculty assessment of teaching, research, and service. These criteria are multifaceted with the expectation that a candidate for promotion and tenure will contribute to the university's mission in diverse ways, demonstrating overall excellence through a combination of criteria commensurate with their appointment<sup>1</sup>.

The guidelines developed by the Odum School of Ecology are outlined below. Faculty effectiveness may be demonstrated by evidence of satisfaction of criteria found in the school guidelines (below) and the *UGA Guidelines for Appointment, Promotion and Tenure*.<sup>2</sup> It is incumbent upon faculty to make a convincing argument for how and why they meet UGA's requirements for promotion and tenure in light of these guidelines and expectations.

## Criteria for Promotion from Assistant to Associate Professor with Tenure

- 1) Teaching. The Odum School of Ecology expects its faculty to contribute to its teaching mission by teaching formal courses, providing individualized instruction and guidance, and mentoring students in research and professional development. Contributions to teaching scholarship, other than those listed below, are listed on pages 14 – 16 of the *University of Georgia Guidelines for Appointment, Promotion and Tenure*. Specifically, we expect faculty to:
  - a. Teach at least 1.5 regularly scheduled (3-4 credit hour) courses, or the credit hour equivalent, on average per calendar year.

---

<sup>1</sup> The following criteria are based upon a 9-month appointment with 0.5 EFT research and .25 EFT teaching. Annual Evaluations, Third-Year Reviews and Five-Year Post-Tenure Reviews will be conducted in accordance with the defined discipline-specific criteria of the Odum School of Ecology. Faculty progress toward achieving the discipline-specific criteria will be clearly documented in writing.

<sup>2</sup> In all matters related to promotion and tenure, the Odum School of Ecology carefully adheres to *The University of Georgia Guidelines for Appointment, Promotion and Tenure*. The standards, criteria, and processes presented in our document are intended to supplement and/or extend the *University Guidelines*. All faculty are expected to be familiar with both this PTU document and the *University Guidelines*. If any inconsistency or discrepancy is found in this document or if this PTU document does not address a certain issue, the *University Guidelines* will supersede this document. Consistent with the *University Guidelines*: "This document and discipline-specific criteria must be accepted by the faculty within the Odum School of Ecology, and must be reviewed and approved by the Dean of the Odum School of Ecology and the Senior Vice President for Academic Affairs and Provost. New faculty members must be provided with this PTU document and the *University Guidelines*. In addition, any changes or updates to this PTU document must be approved by the faculty, dean and the Provost. All revisions and approval dates must be listed in the PTU document."

- b. Show evidence of high quality teaching based on:
    - i. Course-evaluations.
    - ii. Peer-teaching reviews.
    - iii. Other metrics of instructional excellence.
    - iv. Or show improvement in the above categories.
  - c. Contribute to core School or University courses.
  - d. Contribute to both graduate and undergraduate education through teaching, mentoring, and advising.
- 2) **Research.** The Odum School of Ecology expects each faculty member to create a sustainable research program that includes the publication of influential papers in refereed journals and the procurement of sufficient funds to support the creation of new knowledge and the training of students. Contributions to research scholarship, other than those listed below, are given on pages 16 – 21 of the *University of Georgia Guidelines for Appointment, Promotion and Tenure*. Specifically, we expect faculty to:
- a. Publish regularly (at least 2 papers on average annually) in refereed journals. The candidate should be lead (or senior) author on a majority of these. We most value publications that are highly cited and make substantial contributions to ecology and/or allied disciplines, as evidenced in part by the quality of journals, the scope of the work, and how it advances the field of ecology.
  - b. Apply for funding commensurate with your scholarship requirements and student mentoring needs.
  - c. Secure at least one substantial extramural grant during the pre-tenure period.
- 3) **Professionalism.** The Odum School of Ecology expects its faculty to conduct themselves in ways that facilitate the collegial and interactive nature of our research and teaching mission. In short, we expect, our faculty to:
- a. Participate in faculty meetings, retreats, and unit-wide seminars.
  - b. Demonstrate respect and collegiality to faculty, staff, and students.
  - c. Show evidence of successful mentoring of OSE students.
- 4) **Service.** The Odum School of Ecology expects its faculty to promote and enhance the missions of OSE, UGA, and professional societies through service. In short, we expect our faculty to:
- a. Participate actively in OSE and/or UGA standing committees and governance.
  - b. Contribute towards the advancement of their discipline at regional, national and/or international levels. Evidence of this service would include (but is not limited to):
    - i. Serving as a manuscript reviewer for scholarly journals.
    - ii. Serving as a grant reviewer and/or serving on granting-agency review panels.
    - iii. Membership on editorial boards.
    - iv. Organizing symposia, conferences, and workshops for professional organizations or societies.
    - v. Actively participating in the leadership of professional societies (e.g., through service as an elected officer, or appointed committee member).
- 5) **National recognition.** The Odum School of Ecology expects its faculty to show clear and convincing evidence of emerging national stature as evidenced by recognition from peers, professional societies, and governmental agencies. Such recognition includes (but is not limited to):

- a. Requests for reviews from journals and funding agencies (see above).
- b. Invitations for seminars and participation in workshops.
- c. Nominations for society offices.
- d. Nominations for external awards.
- e. Service to professional societies (see above).
- f. Recognition, influence, and citation of their scholarly contributions.

## **Criteria for Promotion from Associate Professor to Professor**

Criteria for promotion from Associate to Full Professor resemble those for promotion from Assistant to Associate Professor: *i.e.*, promotion requires a steady level of productivity in research, teaching, and service since promotion to Associate Professor. In addition, however, we expect our faculty to have received international recognition for their research, cultivated greater mentoring of students, and embraced a greater leadership role through professional service.

- 1) Teaching. The Odum School of Ecology expects its faculty to contribute to its teaching mission by teaching formal courses, providing individualized instruction and guidance, and mentoring students in research and professional development. Contributions to teaching scholarship, other than those listed below, are listed on pages 14 – 16 of the *University of Georgia Guidelines for Appointment, Promotion and Tenure*. Specifically, we expect faculty to:
  - a. Teach at least 1.5 regularly scheduled (3-4 credit hour) courses, or the credit hour equivalent, on average per calendar year.
  - b. Show evidence of high quality teaching based on:
    - i. Course-evaluations.
    - ii. Peer-teaching reviews.
    - iii. Other metrics of instructional excellence.
  - c. Contribute to core School or University courses.
  - d. Contribute to both graduate and undergraduate education through teaching, mentoring, and advising.
  - e. Graduate doctoral and/or master's students by the time he or she requests promotion to Full Professor.
  
- 2) Research. The Odum School of Ecology expects each faculty member to have established a mature, internationally recognized, and sustainable research program that includes the publication of influential papers in refereed journals and the procurement of sufficient funds to support the creation of new knowledge and training of students. Contributions to research scholarship, other than those listed below, are given on pages 16 – 21 of the *University of Georgia Guidelines for Appointment, Promotion and Tenure*. Specifically, we expect the candidate to:
  - a. Publish regularly (at least 2 papers on average annually) in refereed journals. We most value publications that are highly cited and which make substantial contributions to ecology and/or allied disciplines, as evidenced in part by the quality of journals, the scope of the work, and how it advances the field of ecology.
  - b. Apply 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.

- 3) Professionalism. The Odum School of Ecology expects its faculty to conduct themselves in ways that facilitate the collegial and interactive nature of our research and teaching mission. In short, we expect our faculty to:
  - a. Participate in faculty meetings, retreats, and unit-wide seminars.
  - b. Demonstrate respect and collegiality to faculty, staff, and students.
  - c. Show evidence of successful mentoring of OSE students.
  
- 4) Service. The Odum School of Ecology expects its faculty to promote and enhance the missions of OSE, UGA, and professional societies through service. In short, we expect our faculty to:
  - a. Participate actively in OSE and/or UGA standing committees and governance.
  - b. Contribute towards the advancement of their discipline at national and international levels. Evidence of this service would include (but is not limited to):
    - i. Serving as a manuscript reviewer for scholarly journals.
    - ii. Serving as a grant reviewer and/or serving on granting-agency review panels.
    - iii. Membership on editorial boards.
    - iv. Organizing symposia, conferences and workshops for professional organizations or societies.
    - v. Actively participating in the leadership of professional societies (e.g., through service as an elected officer, or appointed committee member).
  
- 5) International recognition and leadership. The Odum School of Ecology expects its Full Professors to have established an international reputation for their contributions to the discipline. Evidence of this stature might include:
  - a. Awards and recognition from professional organizations or ecological societies.
  - b. Invitations to present research seminars, give talks at scientific conferences, and participate in workshops.
  - c. Nominations for society offices.
  - d. Nominations for external awards.
  - e. Service to professional societies (see above).
  - f. Recognition, influence, and citation of their scholarly contributions.