



**DEPARTMENT OF PHYSICS AND ASTRONOMY**

**RECONTRACTING AND TENURE GUIDELINES**

as amended September 22, 2017

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**STATEMENT OF TERMINAL DEGREE**

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The terminal degree for teaching faculty in the Department of Physics and Astronomy is the Ph.D.

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**WEIGHTING OF EVALUATION CRITERIA**

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The three areas to be assessed in detail for each faculty requesting recontracting or tenure, and the weighting percentages for these areas, are Teaching Effectiveness—50%, Scholarly & Creative Activity—45%\*, and Service—5%.

Service includes contribution to the department, college, and university communities as well as contribution to the wider and professional community. If the interests of a faculty member suggest that these percentages should be different, then the faculty member can present a development plan that offers an alternative set of percentages. The Departmental Tenure & Recontracting Committee, in discussion with the candidate, will consider this alternative suggestion, taking into account the justification offered and the needs of the Department. In no case shall the order of importance of these assessment areas be altered.

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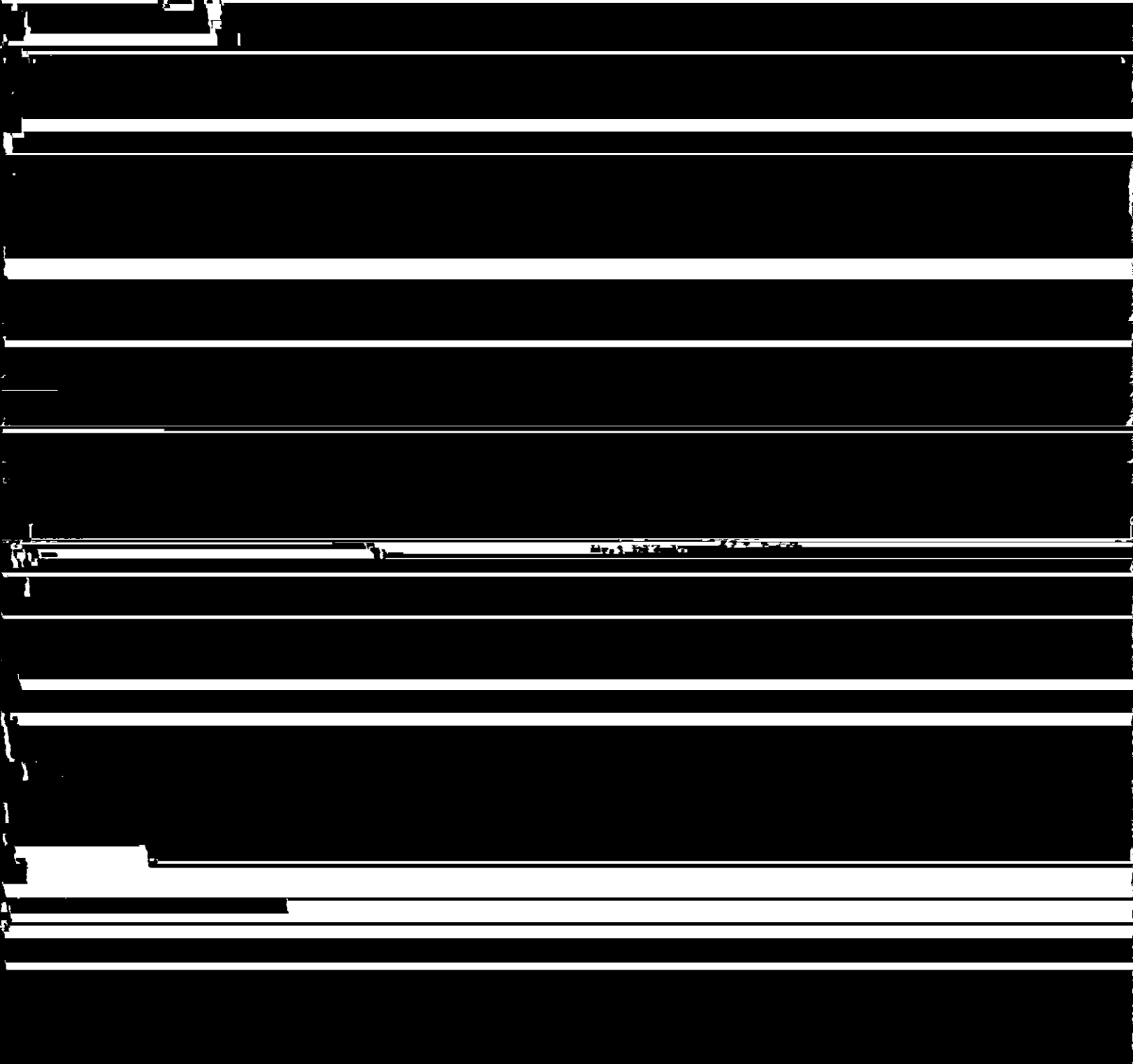
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### CRITERIA FOR EVALUATING TEACHING EFFECTIVENESS

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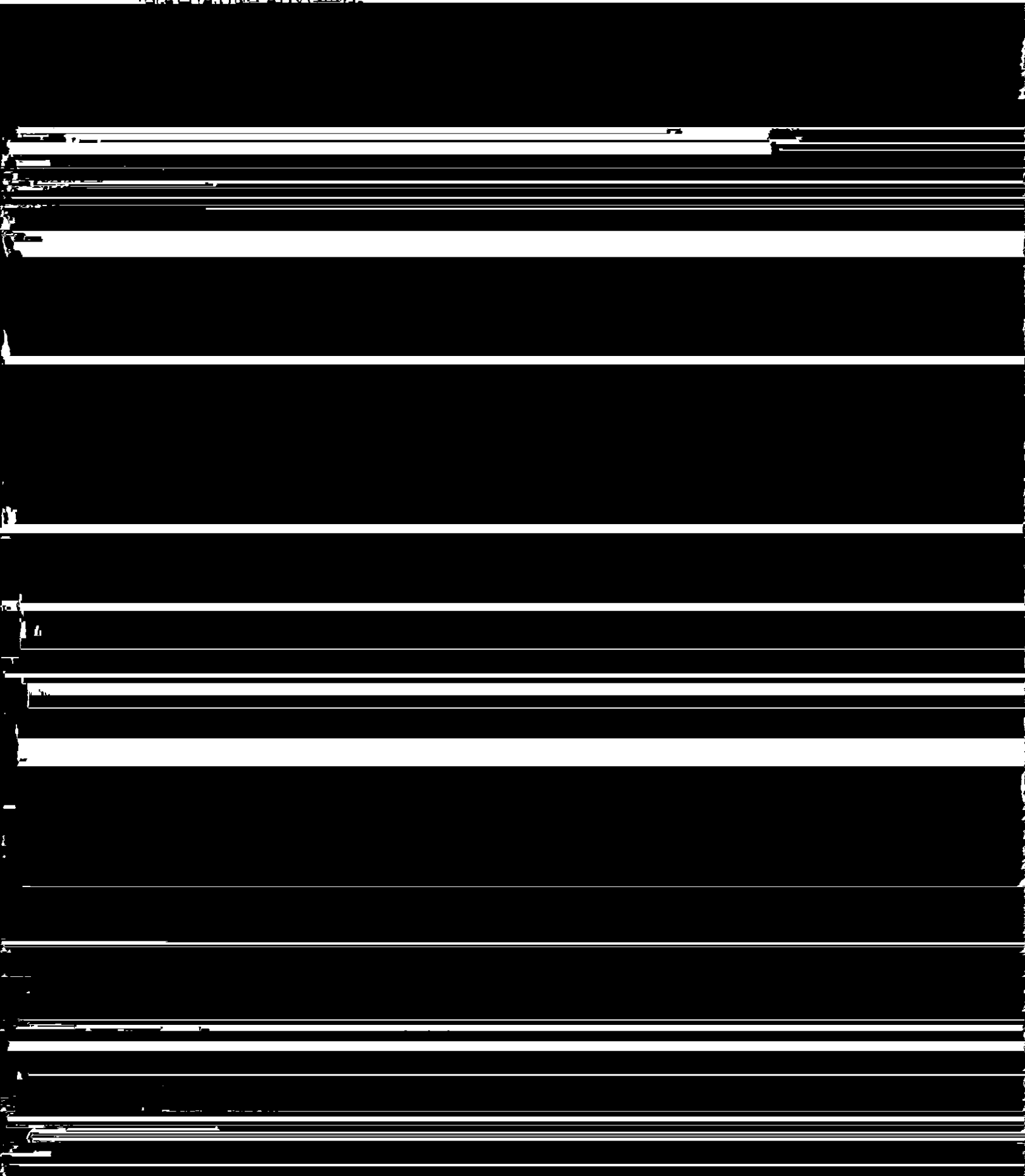
Teaching is the primary function of faculty. Faculty members are expected to facilitate learning, manage instruction, and supervise students (See Appendix A §1.1 of the Recontracting & Tenure Memorandum of Agreement). They must also advise students, develop learning activities, and develop as a teacher. The evaluation procedure will include classroom and/or laboratory peer observations, student evaluations, course content, advising activities, and a statement by the faculty member which includes a self-assessment and a professional development plan.

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EVALUATING ADVISING



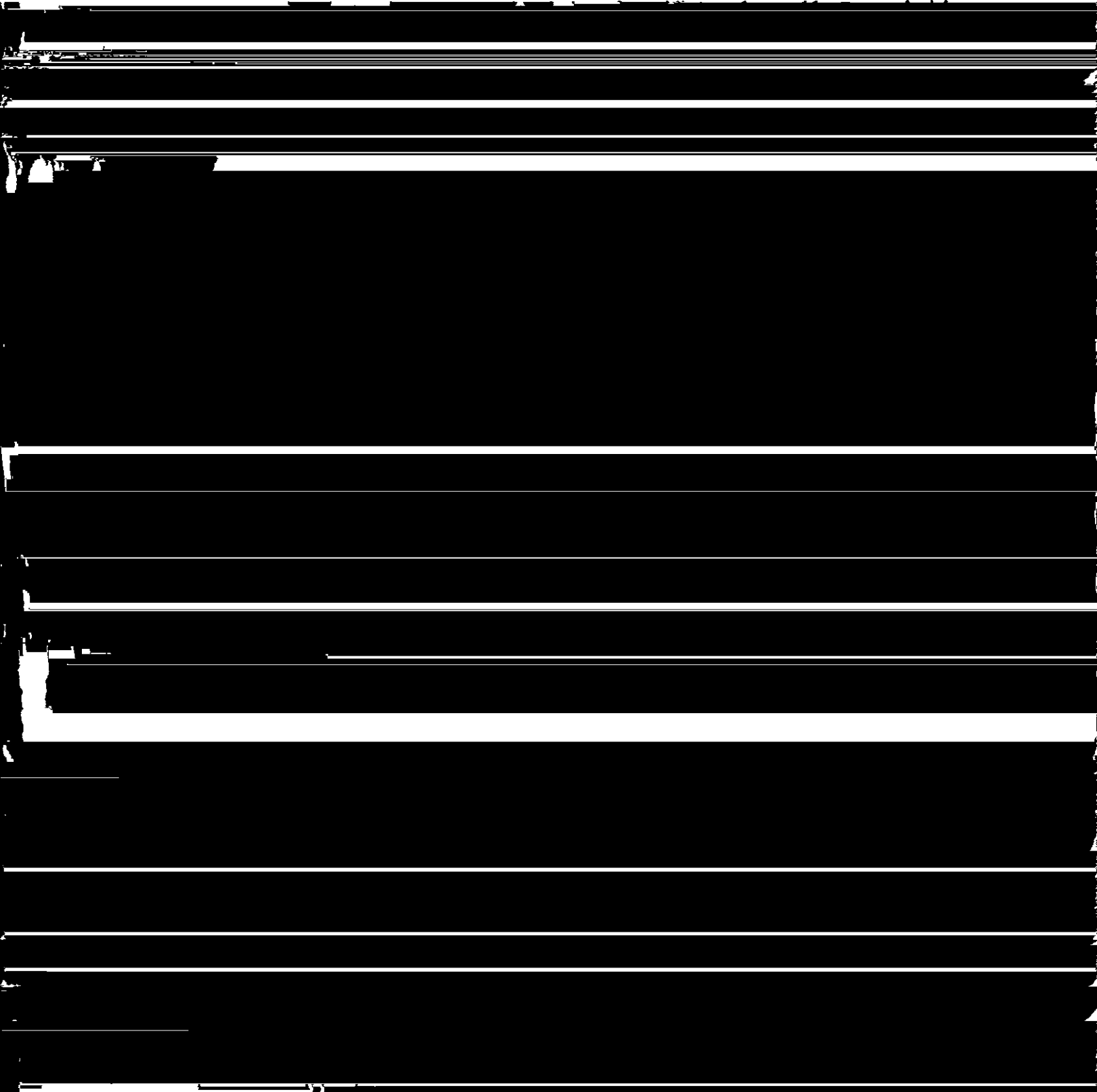
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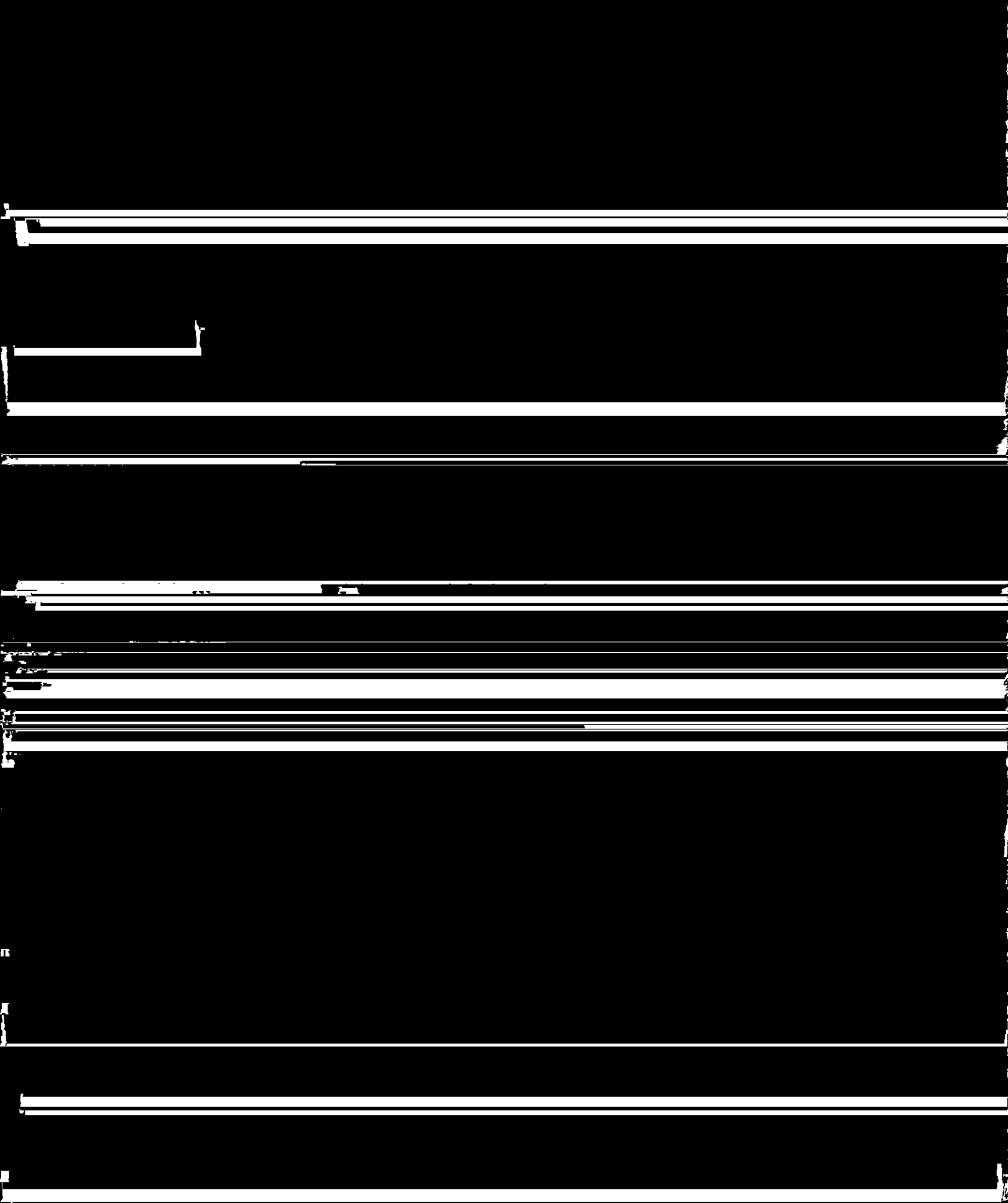
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**CRITERIA FOR EVALUATING SCHOLARLY ACTIVITY**

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Each faculty member is expected to maintain currency within his/her chosen field. We recognize that this cannot take place without continued scholarship and research. We fully expect that such





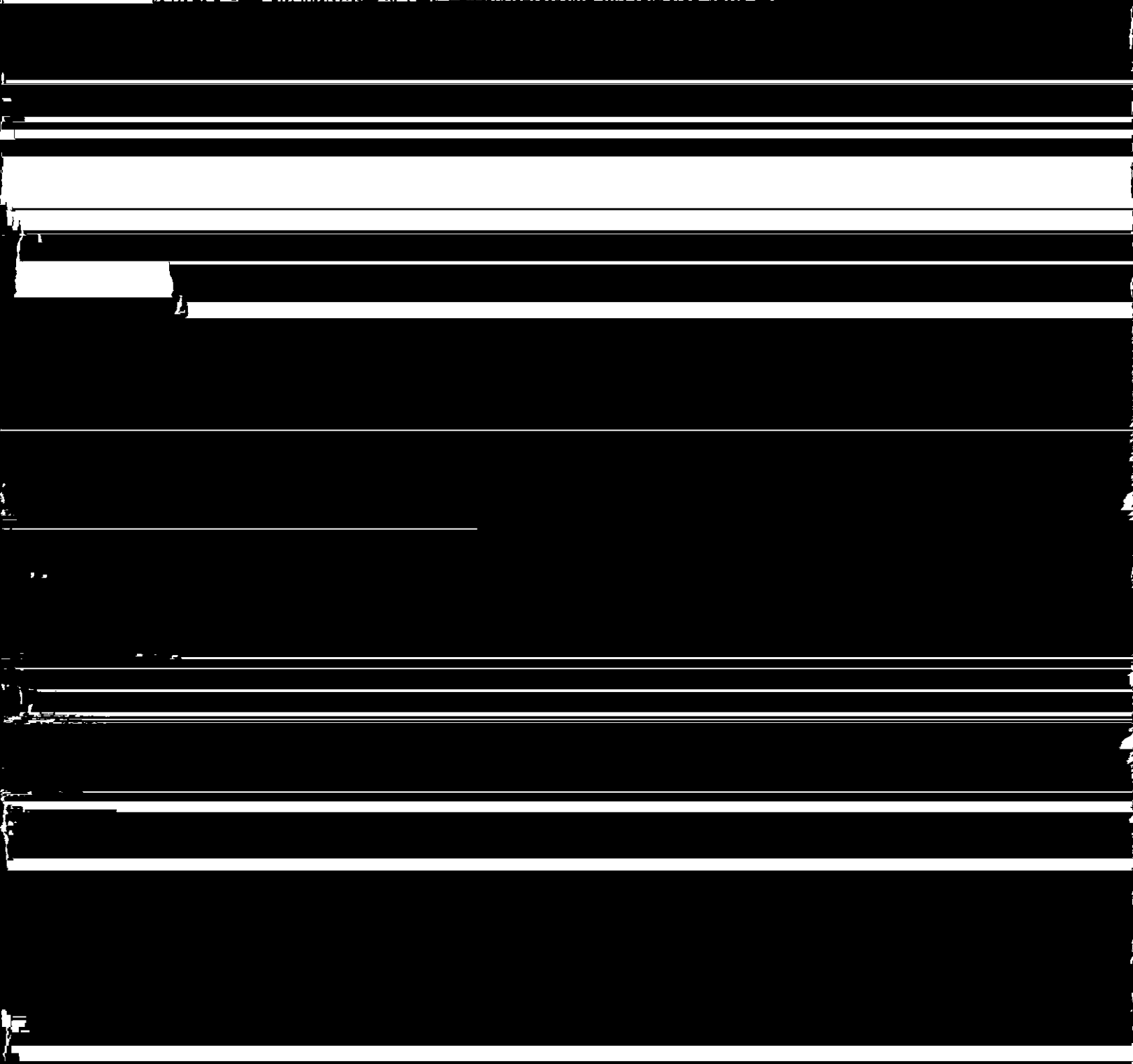
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### CRITERIA FOR EVALUATING SERVICE: CONTRIBUTION TO THE DEPARTMENT, COLLEGE, AND UNIVERSITY COMMUNITIES

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The following activities are considered in judging the contributions of a candidate to the Department and College. Candidates should address any and all such activities within the written self-appraisal. Any evidence of service (letters of participation from committee chairs, copies of grants, etc.) may be placed within the Supplemental Folder.



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## ROLE OF THE DEPARTMENT CHAIR

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In the Department of Physics and Astronomy, the chair is involved in the evaluative process as a voting member of the department Tenure and Recontracting Committee.

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