

Tenure Policy: Department of Chemistry and Biochemistry
College of Arts & Sciences
Baylor University

This document serves as a description of expectations regarding teaching, research, service, and interpersonal relationships for candidates for tenure in the Department of Chemistry and Biochemistry.

Teaching: Tenure candidates in the Department of Chemistry and Biochemistry should demonstrate that they are effective teachers. In particular, they should:

- Instill within students a fundamental understanding of chemical principles and methodologies, as well as inspire their interest in applying these concepts through future research.
- Demonstrate effectiveness and advancement in teaching in both undergraduate and graduate courses, as measured by:
 - Teaching effectiveness as evidenced by both student and faculty peer evaluations.
 - The development of new courses and lab materials, improvements of existing curricula.
- Successfully mentor graduate students towards advancement and degree, and undergraduate students in the pursuit of scholarly research and higher education.

Research: Tenure candidates in the Department of Chemistry and Biochemistry should demonstrate they are performing scientific research at a level comparable to that expected at Departments of Chemistry and Biochemistry at R1 universities. In particular, they should:

- Have demonstrated continuing efforts to secure and maintain funding levels comparable to that ongoing at aspirant R1 universities. At the time of the tenure decision, the candidate should have a nationally-competitive, multi-year research grant in which they serve as PI.
- Have published a number of peer-reviewed articles describing work carried out in their research at Baylor that is consistent with the productivity levels of similar programs at R1 universities. Primary importance will be placed on:
 - Quality of research and the impact of the publications.
 - Publishing as the senior/corresponding author with Baylor student co-authors which demonstrates independence and viability of the research program.

Service: Candidates should perform service to the department, the university and the discipline. This can include:

- A willingness to partake in faculty governance matters at the departmental, college, or university levels by committee service and departmental outreach activities.
- Service may also be indicated by participating in the activities of national professional societies, organizing symposia or meetings, reviewing research proposals, papers, books, etc. Professional activities with high external visibility are valued.
- Candidates should maintain active membership in a faith community.

Interpersonal Relationships: Candidates for tenure should display civil interpersonal relationships with students, colleagues and other members of the university community.

University Policies and Procedures Governing Tenure: The Provost's website includes a page devoted to *Policies related to employment with Baylor*, <https://www.baylor.edu/provost/index.php?id=948441>, which contains useful links related to tenure. Specific policies regarding the tenure process are governed by *BU-PP 704*, <https://www.baylor.edu/content/services/document.php?id=287054>. Tenure procedures, including information on tenure reviews and preparing the tenure dossier are detailed in the document *Tenure Procedures* <https://www.baylor.edu/provost/doc.php/287055.pdf>