



The University of Vermont

**College of Engineering and Mathematical Sciences
Reappointment, Promotion and Tenure
Dean's Interpretation
Evaluation Criteria – Relevant Excerpts and Elaboration
May 2014**

Reappointment, promotion and tenure are among the most important decisions made by a university faculty and administration.

This document serves to underscore the elements and criteria that are mandated by the Agreement between the University of Vermont and United Academics as well as to offer further elaboration on their interpretation to assist candidates in preparing for successful decisions.

Teaching and Advising (Article 14, §5.e.i, Agreement between the University of Vermont and United Academics, December 22, 2005 – June 30, 2008)

“Effectiveness in teaching is an essential criterion for reappointment, promotion and tenure.”

Although all of the requisites listed in the Agreement between the University of Vermont and United Academics are certainly essential elements of good teaching, evidence that candidates' teaching is effective must be provided. This may include, but not be limited to, a record of assessment of predetermined outcomes and a strategy to adjust methods and strategies for continuous improvement.

Scholarship/Research/Creative Activity (Article 14, §5.e.ii, Agreement between the University of Vermont and United Academics, December 22, 2005 – June 30, 2008)

“Substantial and sustained scholarship/research/creative activity of high quality is an essential criterion for reappointment, promotion and tenure.”

Evidence can include published articles in referred venues, external competitive grant support and patents. Refereed published research on pedagogy is also acceptable.

The standards of the journal and its standing in the field must be clearly ascertained. A common method used to assist in the determinations is the use of the Journal Impact Factor (<http://portal.isiknowledge.com/portal.cig?DestApp=JCR&Func=Frame>), which can help define the status of journal in its field.

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“In cases involving tenure and promotion to Associate or (Full) Professor the quality and significance of the work must be evaluated.”

In evaluating the research enterprise of the candidate, impact or significance of the work will be of prime importance. A typical method to determine the significance of the research work is number of citations attributed to various articles or other published works by the candidate. Another might be number of licenses that derive from a patent. It will be the responsibility of the candidate to document the significance of their work via such mechanisms as a tabulation of non-self citations of their work.

The ability to successfully advise and guide graduate theses (especially doctoral dissertations in programs that offer this degree) to completion is another important indication of a candidate's ability to sustain a high quality research enterprise.

Because external funding is critically important to both the College's graduate program and its' reputation, tenured faculty members in Engineering, Mathematics and Computer Science and tenure-track faculty members in Engineering and Computer Science are expected to seek external funding to support graduate students (preference will be given to doctoral students).

It should also be noted that the University and this College both support strongly collaborative research. However, it is the responsibility of the candidate to define and document his or her role in any joint endeavor.