

UNIT STANDARDS FOR PROMOTION AND TENURE ENVIRONMENTAL SCIENCES DEPARTMENT

MISSION STATEMENT OF THE ACADEMIC UNIT

The mission of the environmental sciences program is to provide students with an understanding of the natural processes which create and shape our environment as well as knowledge of the human impact on the environment. Environmental science majors will become informed, critical thinkers capable of scientifically evaluating complex issues involving the environment. Student development occurs through a course of study that emphasizes interdisciplinary, field-based research projects that have societal relevance. Students gain work experience through thesis research and/or internships that are supervised by faculty, and/or industry mentors. The Department serves the Campus through (1) supporting the general education program; (2) providing the scientific content for certification of pre-service teachers; and (3) offering a Bachelor of Arts degree with an option in Environmental Sciences and Pre-professional Health Sciences with related areas in applied mathematical science, biology, environmental geochemistry, wildlands interpretation, and applied health sciences.

MINIMUM REQUIREMENTS

Anyone filling a position in the Environmental Sciences Department is expected to fulfill the minimum requirements of Academic Responsibility as stated in the Collective Bargaining Agreement Section 3.600.

UNIT STANDARDS

Members of the Environmental Sciences Department submit the standards by which promotion and tenure applications from our faculty should be evaluated. Subheadings under each of the three major divisions (Scholarship, Teaching, and Service) list possible areas of achievement. We propose a point system, in which achievement in any subheading is equal to one point. Multiple points will be allowed for the same subheading (for example, for two papers published in peer-reviewed scientific journals). We recognize that this list may require expansion and retain the option to add appropriate subheadings with the approval of the Unit Standards Committee.

Appointment to the instructor level (including adjuncts) requires a minimum of a completed Master's degree in the appropriate discipline initial appointment to assistant professor rank requires the completed Ph.D. in the appropriate discipline. Promotion from Assistant to Associate Professor will be based on the completion of a total of four points (at least one in each category). Promotion from Associate to Full Professor will be based on completion of a total of four points (at least one in each category) that are new achievements since promotion to Associate professor. Tenure will be based on the completion of a total of 6 points since completion of the Ph.D. (at least two from teaching and one from each of the other two categories), at least four of which must be earned during employment at WMC-UM. Items in parentheses list recommended documentation of achievements, but should not be considered exclusive.

A. Teaching

1. Excellent teaching Documentation may include copies of course evaluations by students; peer evaluations; administrator evaluations; student letters; teaching awards.

2. Successful supervision of student research (completion of student projects, student publications or presentations of their research results). Documentation may include samples of the student work; a description of the faculty member's involvement; peer or administrator critiques of the faculty member's involvement.

3. Mentoring activities (assisting student professional presentations, assistance in students' advancement to graduate school, assistance in procurement of internships, or professional employment). Documentation may include a description of the mentoring, letters to and from graduate schools, employers and intern sites; critiques of efforts by peers and administrators; letters of appreciation from students.

4. Development of new courses or curricula Documentation may include course syllabi, catalog descriptions, letters of commendation from peers, the department chair, or other administrators.

B. Scholarship

1. Publication in a peer-reviewed scientific or science-education professional publication Documentation may include a copy of the published paper, peer evaluation of the significance of the publication; indication of the selectivity of the publication.

2. Publication in a non-peer-reviewed publication, on a subject appropriate to the professor's discipline. Documentation may include a copy of the published paper; professional reviews of the significance of the paper.

3. Significant presentation at a scientific professional society meeting, including such things as chairing a technical section. Documentation may include meeting announcements, talk schedules, peer or administrator evaluation of the significance of the presentation.

4. Success, or significant attempts, at obtaining extramural funding to support appropriate scholarly, educational, or service activities. Documentation may include copies of grant proposals, minutes of meetings, critiques of grant proposals; grant award letters.

5. Scientific research in progress, but not yet published or presented. Documentation may include field records; letters from research colleagues; course syllabi; on-campus or off-campus presentations.

5. Scientific or technological inventions or new technological applications Documentation may include patents or patent applications, records, written announcements or communications with manufacturers.

C. Service

1. Professional service performed off campus such as scientific presentations to nonscientists, holding committee assignments or offices in scientific professional societies, UM-system committee work, paid or volunteer scientific consulting, professional contribution to community issues. Documentation may include announcements and descriptions of presentations; letters of appreciation; peer or administrator evaluation of the significance of the service

2. College committee participation, with significant activity beyond attendance at meetings, including such things as significant participation in academic assessment activities. Documentation may include committee minutes; summary of committee accomplishments; peer or administrator evaluations of the significance of the faculty member's contributions holding offices in committees, letters of achievement.

3. Non-committee campus-based service activities such as holding Faculty Association offices, Departmental Chair, advising student clubs and other contributions to campus life. Documentation may include program announcements; letters from colleagues or administrators.

4. Successful academic advising. Documentation may include description of the extent and success of advising; peer and administrator assessments of advising quality; success records of advisees

5. Recruitment activities for Western's academic programs. Documentation may include records of contacts with potential students, guidance counselors, other school officials; records of participation in campus recruiting activities such as meeting with student visitors, calling potential students, giving presentations to potential students; letters of support from peers, admissions officers, and administrators; lists of students that were recruited in part due to your efforts.

6. Significant participation in student retention activities such as mentoring, participation in workshops designed to improve student success, etc. Documentation may include description of activities, peer and administrator assessment of activities.

All "points" must represent significant, well-documented accomplishments and the totality of the accomplishments must demonstrate continuing professional growth and valuable contribution to the institution.