

Key criteria for tenure and promotion to associate professor

Candidates for tenure and promotion to associate professor are expected to have met the following criteria:

1. Established and sustained an independent research program that addresses fundamental, interdisciplinary, or applied questions important in the biological sciences.
2. Showed evidence of research productivity that is indicated by:
 - a. A substantial body of peer-reviewed publications in major disciplinary journals. SBS expects this to be about ten publications since arriving at WSU, depending on publication characteristics (e.g., the impact factor of the journals). Publications should show clear leadership of projects, such as lead authorship on a significant number of the publications (i.e., be either first or last author).
 - b. Contributed talks or posters at disciplinary professional meetings at the national (or international) level.
 - c. Invited talks at professional meetings or at other institutions.
3. Showed evidence that research and scholarly activity has influenced the discipline. Metrics such as the H-index and judgments of outside reviewers will be used in evaluating this.
4. Achieved sufficient funding to support research needs, including training and support of graduate students. Ideally, funding will include a substantial, peer-reviewed grant from an external (e.g., state, federal, or nongovernmental) agency.
5. Demonstrated success in teaching and mentoring. This includes contribution to SBS teaching needs, success with undergraduate and/or graduate students in a classroom/course setting, and mentoring of graduate students as a major advisor. Ideally, this will include completion of a student through an MS degree or clear success in training a PhD student who may not yet be finished.
6. Provided service contributions to SBS, CAS, WSU, the professional discipline, or the public. These contributions are likely to be modest, but may include regular academic advising, because SBS attempts to shelter assistant professors from most service activities.
7. Successful professional interaction with faculty, staff and students, including mentoring and advising of undergraduate and graduate students.

Candidates for promotion to professor in the School of Biological Sciences are expected to have met the following criteria:

1. Maintained leadership of an independent research program that addressed important fundamental, interdisciplinary, or applied questions in biological sciences following promotion to associate professor.
2. Showed evidence of sustained research productivity as indicated by:
 - a. a substantial body of peer-reviewed publications in major disciplinary journals. This is likely to be more than ten major publications since promotion to associate professor, although the acceptable number of publications will depend on publication characteristics (e.g., quality and impact of the publications, the impact factor of the journals). The candidate should be lead author on most of these publications (i.e., be either first or last author, indicating leadership of the projects),
 - b. contributed talks or posters at disciplinary professional meetings at the national (and international) level, and
 - c. invited talks at professional meetings or at other institutions.
3. Showed evidence that research and scholarly activity has influenced the discipline. Metrics such as the H-index and judgments of outside reviewers will be used in evaluating this.
4. Achieved sufficient funding to support research needs, including training and support of graduate students. Ideally, funding will include a substantial, peer-reviewed grant from an external (federal) agency.
5. Demonstrated sustained success in teaching and mentoring. This includes contribution to SBS teaching needs, success with undergraduate and/or graduate students in a classroom/course setting and mentoring of graduate students as a major advisor. This will include completion of a student through MS or PhD degrees.
6. Participated in service to SBS, CAS, WSU, the professional discipline, or the public and made significant contributions through those efforts.
7. Successful professional interaction with faculty, staff and students, including mentoring and advising of undergraduate and graduate students.
8. Demonstrated increased total contribution as compared to the period as assistant professor.