

Criteria for Tenure and Recontracting
Department of Environmental Science
Lauren Kipp, Ph.D.

Mission

To push the frontiers of environmental science so we can better understand how Earth systems work, and how they are being influenced by human activity. Ignite fascination about environmental science in students and the public through excellent teaching and outreach to create more rational citizenry, skilled environmental problem solvers, and dynamic environmental scientists.

Tenure and Recontracting Committee

A committee shall be composed according to the Recontracting and Tenure Memorandum of Agreement. The department chairperson shall be a member of the committee.

Criteria For Evaluation

- 1. Teaching Effectiveness & Public Communication – 45%**
 - a. Committee's evaluation of formal teaching activities, including:
 - i. Peer observations
 - ii. Student evaluations and candidate's response
 - iii. Curricula, courses and teaching materials developed by the candidate
 - iv. Candidate's self evaluation of teaching activities
 - b. Candidate's plans for growth and development of future teaching activities

- 2. Research/Scholarship Activity – 44%**
 - a. Committee's evaluation of candidate's research activities, including:
 - i. Publication record
 - ii. Funding record
 - iii. Other research-related activities
 - iv. Evidence of research impact/Standing within peer-community
 - v. Candidate's self evaluation of research activities
 - b. External reviews, in the case of tenure and promotion
 - c. Candidate's plans for growth and development of future research activities

- 3. Service: Contributions to the University and Wider Community – 11%**
 - a. Committee's evaluation of candidates service activities, including:
 - i. Service to Department of Environmental Science
 - ii. Service to School of Earth & Environment
 - iii. Service to University
 - iv. Service to scholarly community
 - v. Scholarly service to broader community
 - vi. Candidate's self-evaluation of service activities
 - b. Candidate's plans for growth and development of future service activities
 - c. Committee's evaluation of informal teaching activities (if applicable to this category)