

Departmental Expectations for Tenure

Department of Chemistry
The University of Texas at Austin
16 December, 2014

Preamble

The Department of Chemistry at the The University of Texas at Austin strives to continuously improve the quality of its faculty. Accordingly, there is an expectation that requirements for successful tenure decisions will become more rigorous over time.

Specific tenure criteria

--Scientifically important research publications that are judged to be innovative, thorough and impactful by members of the UT chemistry department and external reviewers. The number of publications and the journals in which they are published is discipline dependent but should meet or exceed historical precedent for positive tenure decisions. There is an expectation that some publications should appear in leading journals like *Science*, *Nature*, *JACS*, *Angew. Chem.*, *J. Phys. Chem. Lett.*, *PNAS*, and *Phys. Rev. Lett.* Other important indicators of impactful science include, for example, speaking invitations at universities and visible scientific meetings (e.g., national ACS meetings and Gordon Research Conferences). These metrics should also meet or exceed precedents set by tenured UT-Austin chemistry faculty in the candidate's discipline in previous years.

--External funding should meet and even exceed historical precedent for positive tenure decisions in previous years. The amount of funding should demonstrate an ability to maintain a viable research enterprise that does not rely more than ~50% on university resources (i.e., teaching assistantships). Funding may come from federal or state agencies, private foundations, or corporations, and is likely to include both PI and co-PI status. Historically, individuals who have received tenure have at least one competitive grant funded by a federal agency.

--Teaching will normally involve 2-3 unique, formal courses during the pre-tenure years, implying that the same courses will be taught multiple times. Student reviews and peer evaluations are expected to be at a level that meets or exceeds historical precedent for tenured faculty who have previously taught the same or closely related courses. Involvement of undergraduates in research is expected. A teaching award is also viewed favorably.

--The service component should be active and obvious. This might include, for example, running a divisional seminar program, involvement in graduate student recruiting activities, acting as divisional coordinator, and serving on one or two standing departmental committees. There is an expectation that at the time of tenure evaluation the candidate will have graduated one or two Ph.D. students.

Criteria that will likely lead to a positive tenure decision by the department

- Highly supportive external letters
- Active federal funding
- Two International speaking invitations
- More than ten peer-reviewed publications reporting new scientific results (e.g., not review papers). Some of these should be in top-tier journals having an impact factor >10.

This document was unanimously approved by the faculty on 16 December, 2014.