

DEC Guidelines for Biomolecular Sciences –September 23, 2014

The standards set forth in this document apply to faculty seeking promotion from assistant to associate, as well as from associate to full professor. Increased productivity is expected of faculty seeking promotion to full professor, especially with regard to creative activity, while intellectual rigor is expected to be maintained at high standards throughout.

Teaching: This is our primary mission at this University, so all faculty members should be good teachers, regardless of rank.

1. Fulfill the contract teaching obligation
2. Good to excellent teaching evaluations, using the standard departmental form
3. Teaching rigor that supports the progress of students towards the departmental learning goals
4. Engages students in BMS 390,491, and 591 independent research courses
5. Good peer-evaluations from co-teachers in team-taught courses

Creative Activity: Faculty need to show evidence of scholarly activity. This scholarship continues the faculty member's intellectual development, enhances their teaching and increases the stature of the University. Research within the Life Sciences is inherently collaborative as is reflected by the predominance of multi-authored research papers. Authorship in peer-reviewed research publications as first author, as contributing author, or as senior author (denoted by the last position in the author list) should be the focus of this category. Ideally publications will include Central Connecticut State University students and faculty, reflecting the fact that a significant portion of the research was performed on campus.

We are confident as a Department that retention of our students and their success upon graduation is directly related to their ability to gain practical laboratory experience as undergraduates while under the mentorship of department faculty. This is likely to reduce the quantity of faculty publications relative to a Research 1 University yet it in no way reduces the quality or significance of the publications that do result.

In addition faculty will demonstrate research progress in our student centered research program by presentations at regional or national meetings. Faculty will also seek internal and external funding sources for their research through grant proposals. Submission and successful funding of these proposals is another expression of creative activity in our department.

Service:

Departmental: This should be the focus for non-tenured faculty who are demonstrating that they are good departmental citizens and the continued effort of tenured faculty. Departmental service includes:

1. Student advising
2. Departmental committees
3. Contributions to departmental needs
4. Departmental search committees

University: This should be the focus for tenured faculty seeking promotion to Professor. This is the opportunity for a tenured faculty member to demonstrate leadership in the University Community. Tenure allows faculty to speak freely and formulate opinions which contribute to

shared governance. This should be exhibited to those seeking promotion to Professor by active participation in:

1. University committees
2. Faculty Senate Committees
3. Assessment or other University needs

Professional Activity: This is generally service to the larger community. This may be outreach activities, which call on your professional expertise, or service within your professional society. It includes attendance and participation in regional, national and international symposia, conferences, etc. This activity also includes reviewing of texts and serving as a reviewer for societal journals or grant applications. A partial list of professional activities are:

1. Attending meetings and presenting is sufficient for Assistant Professors as is participation in outreach activities.
2. Serving as a reviewer of texts, external grants and peer-reviewed journals is valuable professional service.
3. Faculty seeking promotion to Professor, should exhibit a greater leadership role in their societies, such as contributing to their governance, organizing sessions, etc. In outreach, they should again take a leadership role.

Mentoring of Faculty: Upon confirmation of the acceptance of a new tenure-track faculty hire, the BMS department chair and DEC shall appoint at least one faculty mentor for the new hire. The BMS chair shall ensure that the new tenure-track faculty hire receives copies of CCSU promotion and tenure guidelines, department evaluation guidelines and bylaws, and the CSU-AAUP contract.