

University-Wide Standards and Criteria for Promotion and Tenure

Handbook of Academic Administration, Chapter 16 (excerpted)

Candidates for tenure at Brown must show evidence of outstanding scholarship. They must also be highly effective teachers, and be positive contributors to faculty governance as well as to the intellectual life of their department, university, and profession. Demonstrated ability in teaching and service are necessary but not sufficient conditions for tenure.

Peer esteem, both within and outside the university, is a valuable indicator of scholarly ability and achievement. Established scholars who come to Brown with tenure must be widely recognized as leaders in their disciplines. Younger scholars must have achieved a level of scholarly accomplishment and recognition that stands on its own, and moreover signifies great promise. In either case, the quality and not the quantity of scholarly production should be paramount.

Discussion Guide for Annual Evaluations

Based upon the recommendations of the BioMed Reappointment, Promotion, and Tenure Committee

The annual evaluation process that takes place for every faculty member within each Department should consist of an honest discussion regarding the following key points:

1. Clarification of expectations for the quality and impact of scholarly work.

Scholarship is the single most important factor in both reappointment and tenure. This scholarly work must involve a candidate's independent intellectual contribution to a question of significant interest in the life sciences. This must involve work done while employed at Brown. Exceptions can be made in cases of recent pre-tenure hires of Assistant Professors.

2. Clarification of the expectations for peer-reviewed funding.

A record of external, peer reviewed funding is not a strict requirement for promotion to tenure. The focus should remain on the quality of the scholarship, and the independent intellectual contribution to this scholarship. However, in most fields in the life sciences, substantial external peer-reviewed funding is required to achieve the expected level of scholarship.

3. Clarification of the expectations for teaching.

Excellence in teaching is the aspiration of all faculty at Brown. A demonstrated ability in teaching is a necessary but not sufficient condition for tenure.

4. Clarification of the expectations for service.

It is expected that junior faculty will serve on graduate student theses and advisory committees if asked to do so, and will serve as undergraduate advisors if asked to do so. Candidates for tenure are expected to function as collegial contributors to departmental responsibilities. Examples are: graduate admissions committees, curriculum committees, and Divisional policy committees, where their expertise is particularly important.

5. Clarification of the expectations for future potential.

Younger scholars must have achieved a level of scholarly accomplishment and recognition that stands on its own, and moreover signifies great promise. The quality and not the quantity of scholarly production is paramount. Moreover, external evaluation letters are of tremendous importance in evaluating potential.

6. Clarification of the evaluation process.

Department Chairs and junior faculty who are up for promotion are urged to review the University Policies regarding the Annual Review of faculty and to comply with these guidelines (available at the web site: http://www.brown.edu/Administration/Dean_of_the_Faculty/handbook/). It is recommended that each Annual Review report, that are agreed upon by the candidate and the Chair, explicitly include a summary of each of the points listed above so that all parties involved are fully aware of stated goals and progress toward those goals.