**ADOPTED BY SFAAS FACULTY ON JUNE 24, 2016; REVISED JULY 29, 2016**

**GUIDELINES FOR TENURE & PROMOTION**

**SCHOOL OF FISHERIES, AQUACULTURE & AQUATIC SCIENCES**

**AUBURN UNIVERSITY**

The purpose of this document is to outline the guidelines for the awarding of tenure and promotion in the School of Fisheries, Aquaculture & Aquatic Sciences. This document is meant to complement the policies described in the *Auburn University Faculty Handbook* (<http://www.auburn.edu/academic/provost/facultyHandbook/>)*.* Faculty members interested in tenure and promotion are expected to be familiar with the appropriate and most up-to-date policies in the *Handbook.*

**The awarding of tenure and promotion to associate professor**

The guidelines for the awarding of tenure and promotion to associate professor are the same regarding academic merit. To be awarded tenure, the candidate must also demonstrate that he or she contributes as a productive and collegial member of the School in all relevant areas. It is anticipated that assistant professors who work for the normal tenure probationary period will be considered for tenure and promotion at the same time.

1. **Faculty members with a teaching appointment are expected to demonstrate effective teaching as evidenced by:**

**●** Student evaluations

**●** Peer evaluations

**●** Mentoring graduate students to the completion of their degrees

**●** Other documents (e.g., conference proceedings and journal articles), recognitions, and/or activities that may be

 appropriate

1. **Faculty members with a research appointment are expected to establish an active, extramurally funded, and independent research program involving students as evidenced by:**

**●** Consistent external funding adequate to support their research program and students

**●** Publishing research articles regularly in nationally- or internationally-recognized peer-reviewed journals

**●** Directing thesis and dissertation research

Note: The expected level of publishing and the number of students graduated will depend heavily on the percentage of the research appointment. As a guideline, an individual with a 60% research appointment would be expected to publish two papers, on average, each year; however the expectation may be less based on the discipline and quality of journals. The faculty member is expected to graduate two graduate students (either MS or PhD) during the probationary period and be in a position to graduate one student per year afterward.

1. **Faculty members with an extension appointment are expected to develop a strong in-state extension program (with any appropriate related regional activities) in their area of responsibility as evidenced by:**

**●** Publication of extension materials appropriate to the area of responsibility (e.g., printed materials, videos, digital media,

 development and maintenance of social media or other internet sites and material)

**●** Personal interactions with stakeholders (e.g., group or individual meetings, non-face to face contacts)

**●** Evaluation letters from stakeholders and/or evaluation forms from training and information sessions

**●** Providing training opportunities (when demand exists) for other extension personnel

**●** A demonstrated impact on their area of responsibility

1. **All faculty members are expected to:**

**●** Provide service to the School as needed, although this expectation is limited for tenure-track individuals

**●** Assist with the Land Grant mission of the University by interacting with stakeholders as needed

**●** Comport themselves in a collegial manner

*The likelihood of continued and consistent excellence and productivity, based on the above four guidelines, will be a major consideration in the recommendation by the Tenure and Promotion Committee and the director of the School.*

**Promotion to professor**

1. **Continue to meet the guidelines above for tenure and promotion to associate professor**
2. **Establish a national or international reputation in their discipline as evidenced by:**

**●** Invitations to participate on review panels, committees, and/or other influential groups within their discipline

**●** Invitations to be a plenary and/or keynote speaker at national or international conferences

**●** Invitations to serve on editorial boards of prestigious journals and/or write reviews, syntheses or perspectives

1. **Demonstrate leadership within the School, College, University, professional societies, discipline, and/or government agencies as evidenced by:**

**●** Holding elected office and/or appointed positions in professional societies

**●** Chairing committees within the University

**●** Serving on public- and/or private-sector advisory and/or steering committees and/or or panels

**●** Holding leadership positions within the Alabama Cooperative Extension System, regional extension

 organizations, and/or national extension organizations

**●** Leading large, funded educational, extension, outreach, research, or development projects

Note: The bulleted items in guidelines 6 and 7 are examples of evidence that can be offered. It is not necessary to have done them all, and other evidence may be offered.

*The likelihood of continued and consistent excellence and productivity, based on the above seven guidelines, will be a major consideration in the recommendation by the Tenure and Promotion Committee and the director of the School.*