

## Physics Department P&B

### Evaluation of Faculty for reappointment, tenure and promotion

We have no rubric, nor do we have specific minimums. We do expect some contribution in the areas of scholarship and service but the primary focus is on a commitment to excellence in the classroom.

#### First and foremost, teaching;

There must be evidence of an effort to achieve excellence in the classroom. Peer observations should indicate the use of Physics Education Research based methods in the classroom. Assessment should be used to help determine effective methods. Peer and student evaluations should be positive.

#### Second is scholarship

The committee looks at the combination of presentations and publications taking into account the level of review and the value of the research. As ratings of journals are problematic, impact factors are not used. Grant proposals are considered equivalent to publications based upon their length, RFP funding rate and whether or not they were funded. Patents are considered as well and evaluated to a greater or lesser degree depending on whether the work they are based on has already been published elsewhere or not. If students are involved in the research, presentations and publications are given more weight as this activity is considered as teaching, scholarship and service to the department.

#### Lastly, Service to the department, college and university

It is expected that there be some service to the department such as curriculum development, lab manual revision, work on departmental committees, such as the P&B. In addition, some service to the college via senate committees or ad hoc committees is expected. University service such as serving on the UCRA is not expected but is considered a plus.