

DEPARTMENT OF CROP AND SOIL SCIENCES
PROMOTION and TENURE CRITERIA

In all matters related to promotion and tenure, the Department of Crop and Soil Sciences will carefully adhere to the University of Georgia Guidelines for Appointment, Promotion and Tenure. The standards, criteria, and processes presented in this document are intended to supplement and/or extend the University's Guidelines. All faculty members are expected to be familiar with both this PTU document and the University Guidelines. If any inconsistency or discrepancy occurs in this document or if this PTU document does not address a certain issue, the University's Guidelines will supersede this document.

The extent to which the candidate is required to meet research/instruction/extension criteria will be proportional to the candidate's appointment.

Research Accomplishments

The principal criteria for promotion should be the quality of the research contribution rather than quantity. The candidate should clearly indicate their role/contributions in the efforts.

Criteria for Promotion from Assistant to Associate Professor that must be satisfied to provide clear and convincing evidence of emerging stature and state, regional or national authority.

1. Contribute innovative knowledge in the disciplinary field of their appointment;
2. Publish research in refereed scientific journals of national or international significance that are in the top 50% of the disciplinary field of their appointment;
3. Demonstrate success in obtaining sustainable extramural support for independent or collaborative research;
4. Demonstrate effective leadership in developing a research program from initiation to completion of projects;
5. Collaborate effectively with other scientists for enhancing creative endeavors through documentation of cooperative publications and funding opportunities; and
6. Receive state, regional and/or national recognition of research accomplishments in the area of expertise within the disciplinary field of their appointment (e.g., awards, invited presentations, manuscript review activities, recognitions within professional societies related to research, etc.).

Criteria for Tenure

1. All criteria listed above in this category.
2. Continue satisfying the needs of the department for the specific research expertise of the candidate.

Criteria for Promotion from Associate to Full Professor that must be satisfied to provided clear and convincing evidence as being a regional, national, or international authority.

1. Demonstrate significant and innovative contributions to knowledge in the disciplinary field of their appointment since promotion to Associate Professor;
2. Demonstrate leadership of a developed, sustainable research program supported by external funding;
3. Publish in refereed scientific journals of national and international significance that are in the top 50% of the disciplinary field of their appointment;
4. Provide successful leadership in collaborative research efforts; and

5. Receive recognition as a research leader at the national or international level. in the area of expertise within the disciplinary field of their appointment (e.g., awards, invited presentations, manuscript review activities, recognitions within professional societies related to research, invitations to serve on funding review panels, service on editorial boards, evidence of high impact articles, etc.).

Extension/Outreach Accomplishments

The principal criteria for promotion should be the quality of the Extension contribution rather than quantity. The candidate should clearly indicate their role/contributions in the efforts.

Criteria for Promotion from Assistant Professor to Associate Professor that must be satisfied to provide clear and convincing evidence of emerging stature and state, regional or national authority.

1. Establish specific educational expertise within the department relative to their disciplinary expertise;
2. Demonstrate leadership and technical ability in developing innovative crop, soil, or environmental extension programs that are based on industry and societal clientele needs by utilizing diverse approaches ((e.g. in-service training (classroom and field)); applied research and demonstrations, newsletters, tours, short courses, meetings with county extension agents and agribusiness personnel, press and media, videos and computer software development, extension/research publications, website development/maintenance, web blogs, podcasting);
3. Demonstrate impact through publishing extension information in state, regional, national, or other publications that receive peer review (e.g. extension bulletins, fact-sheets, newsletters that address emerging needs of Georgia's agricultural or green industries));
4. Demonstrate educational program impact using *peer- and clientele-evaluation* such as speaker and program evaluation instruments, surveys (baseline survey instruments) or other instruments which help to quantify positive changes in adoption of program objectives by clientele and letters of support;
5. Establish applied societal- and industry-related research programs in crop, soil or environmental sciences that contribute to a segment of Georgia agricultural or green industries;
6. Demonstrate state, regional, and/or national recognition of emerging stature in extension programming and research application in the areas of crop, soil, or environmental disciplines (e.g., awards, invited presentations, manuscript review activities, recognitions within professional societies related to outreach, etc.); and
7. Demonstrate program support and visibility through success in obtaining extramural funding.

Criteria for Tenure

1. All criteria listed above in this category.
2. Continue satisfying the needs of the department for the specific outreach expertise of the candidate.

Promotion from Associate Professor to Full Professor that must be satisfied to provide clear and convincing evidence as being a state, regional, national or international authority.

1. Establish and sustain applied, societal- and industry-oriented outreach programs for a specific crop, soil, or environmental sector with national or international stature;
2. Demonstrate outreach programs have achieved state, regional, national and/or international recognition and will be maintained at this stature (e.g., awards, invited presentations,

invitations to provide relevant programs in other states and regions, recognitions within professional societies related to outreach, invitations to serve on funding review panels, service on editorial boards, evidence of high impact articles, etc.).

Teaching Accomplishments

Criteria for Promotion from Assistant to Associate Professor that must be satisfied to provide clear and convincing evidence of emerging stature of becoming an effective teacher.

1. Develop or significantly revise courses;
2. Implement innovations in teaching delivery and dissemination;
3. Demonstrate engagement of students in the learning process;
4. Develop and implement a teaching philosophy appropriate to the course(s);
5. Demonstrate teaching effectiveness through his or her improvement in response to student evaluations, peer evaluations and self-evaluations of teaching;
6. Promote student professional development;
7. Participate in the recruitment and retention of Crop & Soil Sciences or Institute of Plant Breeding Genetics and Genomics students; and
8. Effectively advise and mentor Crop & Soil Sciences or Institute of Plant Breeding, Genetics and Genomics students in course work, meeting degree requirements, and undergraduate and graduate research.

Criteria for Tenure

All criteria listed above in this category.

Continue satisfying the needs of the department for the specific teaching expertise of the candidate.

Criteria for Promotion from Associate to Full Professor that must be satisfied to provided clear and convincing evidence as being an effective teacher

1. The same as for promotion to Associate Professor.
2. Participate in student experiential learning activities.
3. Demonstrate achievement and leadership in instructional activities such as mentoring and advising junior faculty with teaching appointments.

Acceptable documentation for meeting the criteria for research, extension and teaching is listed in the Guidelines for Appointment, Promotion, and Tenure handbook.

Annual Evaluations and Third Year Review

The processes and procedures for Annual Evaluations and Third-Year Reviews of candidates follow the university guidelines as stated in the Guidelines for Appointment, Promotion, and Tenure document.

Revisions to these guidelines

This document and discipline-specific criteria must be accepted by the faculty within the Department of Crop and Soil Sciences, and must be reviewed and approved by the Dean of the College and the Senior Vice President for Academic Affairs and Provost.

New faculty members must be provided with this PTU document and University Guidelines. In addition, any changes or updates to this PTU document must be approved by the faculty, dean and the Provost. All revisions and approval dates must be listed in the PTU document.

CRSS Faculty Approved: June 24, 2015

CAES Dean Approved: August 21, 2015

Provost Approved: August 31, 2015