

Department of Population Health Guidelines for Promotion and Tenure

The University of Georgia criteria for evaluation of promotion and tenure are clearly outlined in the University of Georgia Guidelines for Appointment, Promotion, and Tenure.

In all matters related to promotion and tenure, the Department of Population Health 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 are expected to be familiar with both this PTU document and the University Guidelines. If any inconsistency or discrepancy is found in this document or if this PTU document does not address a certain issue, the University's Guidelines will supersede this document.

This document defines and states the discipline-specific criteria used for faculty assessment in the Department of Population Health. Evidence of faculty effectiveness may include but is not limited to, any combination of criteria found in these guidelines for the Department of Population Health and the University of Georgia Guidelines for Promotion and Tenure.

The following guidelines for promotion and tenure are consistent with the departmental mission and will meet or exceed current University of Georgia guidelines for promotion and tenure. The University's Guidelines state that the following criteria for promotion to Associate Professor and Professor at the University of Georgia:

Associate Professor: Candidates must show clear and convincing evidence of emerging stature as regional and national authorities unless their work assignments are specifically at the local or state level.

Professor: Candidates must show clear and convincing evidence of high levels of attainment in the criteria appropriate to their work assignments and the missions of their units. Unless the candidates' assignments are specifically regional, they should demonstrate national or international recognition in their fields and the likelihood of maintaining that stature.

Annual Evaluations and Third-Year Reviews will be conducted according to the defined discipline-specific criteria of the Department of Population Health. Faculty progress toward achieving the discipline-specific criteria will be clearly documented in writing. The processes and procedures for Annual Evaluations and Third-Year Reviews are not different from those stated in the University Guidelines. The relevant information relating to standards, criteria and procedures for evaluating faculty performance for the purposes of Annual Evaluations and Third-Year Reviews are found either in this document or the University Guidelines.

Discipline-specific criteria:

I. Contributions to Teaching:

The Department of Population Health provides disease, diagnostic, prevention, management, surveillance, treatment, research, and consultation services to the poultry and food animal industries and to research infrastructure, as well as to the individuals and agencies responsible for human and wildlife population health. Student instruction is often integrated into these activities. The Department of Population Health considers faculty service assignment to be a 50% instruction activity when students are integrated into these activities.

Associate Professor: The Department of Population Health requires that a candidate with a significant EFT in teaching show clear and convincing evidence of an emerging national authority in teaching by demonstrating one (1) or more of the following discipline-specific criteria.

- Teaching as instructor of record, course assignments, contact hours in the undergraduate, professional and/or graduate curricula.
- Clear evidence of innovation in teaching strategies
- Evidence of grant submissions for training and/or educational materials
- An advisor and/or mentor for undergraduate, professional or graduate students
- Regional and National teaching awards/special recognition
- Publications and presentations in regional or national higher education journals or meetings
- Former student accomplishments
- Instruction at other Universities within the State and the US
- Any other clear and convincing evidence of an emerging national authority in teaching

Professor: The Department of Population Health requires that a candidate with a significant EFT in teaching show clear and convincing evidence of a high level of national authority or international authority in teaching by demonstrating one (1) or more of the following discipline-specific criteria.

- Evidence of high quality teaching as instructor of record, course assignments, contact hours in the undergraduate, professional and/or graduate curricula.
- Clear evidence of innovation in teaching strategies
- Evidence of grant submissions for training and/or educational materials
- Evidence of advising and/or mentoring of undergraduate, professional or graduate students
- National and international teaching awards/special recognition
- Publications and presentations in national and international higher education journals or meetings

- Former student accomplishments
- Instruction at other Universities in the USA or abroad
- Any other clear and convincing evidence of a high level national or international authority in teaching

Documentation	Examples
Teaching Quality and Effectiveness	Effectiveness shown by student evaluations, results of letters of evaluation from former students and accomplishments
Successful integration of teaching and research or teaching and service in ways that benefit students	Farm/facility visits performed with students Necropsy and/or clinical cases performed with students Field/colony investigation performed with students Laboratory diagnostics performed with students Training of visiting scientists or visiting students Training of faculty, staff, and students Training of support staff that leads to certification
Teaching Accomplishments	Honors and recognitions received for teaching Tracking of students to veterinary specialties (externships, internships and residencies) Grants related to instruction Election to offices, committee activities related to teaching
Instructional Development	Development or significant revision of programs, courses and/or training material Duties as a course or program coordinator Departmental and institutional governance and academic policy and procedure development related to curriculum and instruction
Student Supervision	Program advising Undergraduate honors students Directed research of undergraduate students Externship coordination Summer research programs Graduate student major professor Mentored students graduated Masters' thesis and doctoral dissertation committee work Faculty coordinator/liaison for recognized student groups
Scholarship Related to Teaching	Publication activities directly related to teaching Generation of training materials Organization/Participation in industry workshops, continuing education programs and scientific meetings Research publications authored or co-authored by undergraduate and graduate students

II. Contributions in Service to Society, The University of Georgia and the Profession:

Faculty in POPH perform a wide variety of duties that support the University's mission to provide service to the broader community. This support includes disease, diagnostic, prevention, management, surveillance, treatment, research, and consultation services to the poultry and food animal industries and to individuals and agencies responsible for wildlife population health.

Associate Professor: The Department of Population Health requires that a candidate with a significant EFT in service show clear and convincing evidence of an emerging national authority in service by demonstrating one (1) or more of the following discipline-specific criteria.

- Show emerging stature as an expert in your discipline at the state and national level
- Provide service to appropriate local and national industries and professional organizations in your area of expertise
- Contribute to the Department's local and national public service and instructional programs in your area of expertise
- Local and/or national service awards and recognition
- Provide service to the Department and College/University by serving on committees
- Any other clear and convincing evidence of an emerging national authority in service

Professor: The Department of Population Health requires that a candidate with a significant EFT in service show clear and convincing evidence of a high level of national authority or international authority in service by demonstrating one (1) or more of the following discipline-specific criteria.

- Show a high level of national or international recognition as an expert in your discipline
- Provide evidence of excellence in service to appropriate national or international industries and professional organizations in your area of expertise
- Contribute to the Department's national or international public service and instructional programs in your area of expertise
- National or international service awards and recognition
- Provide service to the Department and College/University by serving on committees
- Any other clear and convincing evidence of a high level national or international authority in service

Documentation	Examples
Departmental Programs	Committee work within the department Farm/facility visits in support of the industry Necropsy and/or clinical cases performed Field/colony investigations performed Laboratory diagnostic tests performed New laboratory diagnostic tests developed Presentations made to industry groups Consultations to producers and practitioners within the food animal and poultry industries as well as the biomedical/biotech sector Publication of articles in the industry media Programs and project development
College and University	Committee work within College or University Professional direction of research infrastructure or service centers Honors and awards for service activities Professional activities that support the College or University research enterprise
State and Regional	Activities in pertinent state professional and industry organizations Activities in support of wildlife, agriculture, public health agencies and non-governmental organizations in Georgia and the Southeast Publication of articles in wildlife, poultry, lab animal, food animal, agribusiness and industry group/stakeholder media
National and International	Activities in pertinent national or international professional and industry organizations Activities in support of national and international wildlife, agriculture, and public health agencies and non-governmental organizations Publication of articles in wildlife, poultry, lab animal, food animal, agribusiness and industry group/stakeholder media

III. Contributions in Research

All candidates with a research EFT must show clear and convincing evidence of scholarly activities in research within their area of expertise. Faculty with a significant EFT in research are expected to develop an extramurally funded program, whereas other faculty are expected to develop collaborative partnerships.

Associate Professor: The Department of Population Health requires that a candidate with a significant EFT in research show clear and convincing evidence of an emerging national

authority in research by demonstrating one (1) or more of the following discipline-specific criteria.

- Show evidence of collaborative scholarship
- Show evidence of grant submissions
- Publish your data in a timely manner in appropriate journals
- Present your research at appropriate local and national scientific meetings
- Invited presentations at local and national meetings
- Editorial service to journals and books
- Service on grant review panels/ study sections or as an ad hoc reviewer
- Local and/or national research awards and recognition
- Play a role in recruiting and mentoring graduate students
- Serve on graduate student exam committees
- Show evidence of scholarship by students and/or post-docs
- Any other clear and convincing evidence of an emerging national authority in your area of research

Professor: The Department of Population Health requires that a candidate with a significant EFT in research show clear and convincing evidence of a high level of national authority or international authority in research by demonstrating one (1) or more of the following discipline-specific criteria.

- Show evidence of collaborative scholarship
- Show evidence of grant submissions
- Publish your data in a timely manner in appropriate journals
- Present your research at appropriate national and international scientific meetings
- Show evidence of invited presentations at national and international meetings
- Show evidence of editorial service to journals and books
- Show evidence of service on grant review panels/ study sections or as an ad hoc reviewer
- National and international research awards and recognition
- Play a role in recruiting and mentoring graduate students
- Serve on graduate student exam committees
- Show evidence of scholarship by students and/or post-docs
- Any other clear and convincing evidence of a high level national or international authority in your area of research

Documentation	Examples
Publications	Books, book chapters, book reviews, monographs, bulletins, articles and other scholarly works published in refereed

	journals, discipline-specific publications, articles published in professional publications, research reports to sponsors, accepted manuscripts, research notes, bulletins and abstracts
Presentations	Presentations of research papers before technical and professional meetings including poster presentations. Record of participation in seminars and workshops Organization of scientific meetings, continuing education seminars and industry workshops
Projects	Grants submitted Grants received Unrestricted gifts received for research Application of professional expertise to facilitate industry research
Editorial Roles	Membership on Editorial boards Activities as ad hoc reviewer
Application of Research	Application of research scholarship in the field. Patents, patent applications Commercial products or product licenses resulting from research Technology transferred or adapted in the field

Revisions to this document:

This document and discipline-specific criteria must be accepted by the faculty within the Department of Population Health, and must be reviewed and approved by the Dean of the College of Veterinary Medicine 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. As of January 1, 2016, this document will apply to all faculty in the Department.

Approved by Faculty: April 8, 2015

Approved by the Dean: April 17, 2015

Approved by the Provost: April 29, 2015