

Criteria for Promotion/Tenure: Department of Poultry Science

In all matters related to promotion and tenure, the Department of Poultry Science 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 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.

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

Instruction - Teaching effectiveness is demonstrated by motivating students to become proficient in their understanding of and ability to apply principles taught in Poultry Science and related courses. Teaching also includes advising and mentoring of undergraduate and graduate students. Such effectiveness will be determined through the development of a teaching portfolio consisting of the sources listed in the University's appointment, promotion, and tenure guidelines.

Criteria for Promotion from Assistant to Associate Professor that provide clear and convincing evidence of emerging stature of becoming an effective teacher include:

1. Development of new courses, significantly revise courses and/or excel at teaching existing courses.
2. Implementation and dissemination of innovations in teaching delivery.
3. Development and implementation of a teaching philosophy appropriate to the course(s).
4. Development of a teaching portfolio that documents the instructor's teaching style, approach as well as his or her improvement in response to student evaluations, peer evaluations and self-evaluations of teaching, as well as the connection between the courses taught by the instructor and other courses taught in the department. The portfolio should demonstrate effectiveness in conveying core concepts and ensuring that learning outcomes are achieved in assigned courses and enthusiasm for the subject matter.
5. Promotion of student professional development.
6. Participation in the recruitment and retention of Poultry Science, Avian Biology, Animal Health and Biological Science students.
7. Effective advisement and mentoring of Poultry Science, Avian Biology, Animal Health and Biological Science students in course work, meeting degree requirements, and undergraduate and graduate research.
8. Publication and grant activities related to teaching, advising, and curriculum development.
9. Participate in professional society, departmental and institutional governance and academic policies and procedure development relating to teaching and improvement of Poultry Science education.

Criteria for Tenure

1. Criteria listed above in this category.
2. Likely to continue satisfying the needs of the department for the specific teaching expertise of the candidate.

Criteria for Promotion from Associate to Full Professor that provide clear and convincing evidence as being an effective teacher include:

1. The same as for promotion to Associate Professor.
2. Participation in professional society, departmental and institutional governance and academic policies and procedure development relating to teaching and improvement of Poultry Science education.
3. Demonstration of achievement and leadership in instructional activities such as contributing significantly to program review and mentoring and advising junior faculty with teaching appointments.

Research - Research productivity is the responsibility of each faculty member. Research must contribute to and be symbiotic with teaching, extension and service roles. Each faculty member is expected to develop a research program, the depth of which reflects professional interests as well as Departmental goals. Each faculty member must develop a research focus area, i.e. claiming a research niche for which he/she is nationally or internationally recognized. For promotion and tenure purposes, publication quality and usefulness must be assessed by letters from peers, evidence that research has been adopted or has influenced peers and users of research results, and awards or other recognition of excellence. Other evidence that a faculty member is increasing in professional stature and interacting constructively with students, colleagues, and the profession as a whole must be provided. While the research program expectations (quantity) vary with one's appointment and areas of expertise vary widely within the Department of Poultry Science, the quality of one's research productivity must be high.

Criteria for Promotion from Assistant to Associate Professor that provide clear and convincing evidence of emerging stature and regional and national authority include:

1. Contribution of innovative knowledge in the candidate's area of expertise. Publication of research in refereed scientific journals of national or international significance. Written accounts of research, in particular those reviewed by peers, are the primary indicators of research productivity. Publication in a variety of both poultry oriented journals (Poultry Science, Journal of Applied Poultry Research, British Poultry Science, etc.) and discipline oriented journals (physiology, nutrition, pathology, food science, heredity, economics, behavior, etc.) is preferred. Publication of books, book chapters and research bulletins also provide strength to a candidate's application for promotion. In addition, textbooks, edited volumes, and other materials that are intended primarily to be tools for instruction are judged as research output to the extent that they present new ideas or constitute conceptual or empirical innovation. Also valued are published, invited and selected papers presented at

scientific and/or professional meetings, and other peer reviewed publications, as well as scientific and industry conference proceedings, and workshop papers.

2. Demonstration of success in obtaining extramural support for innovative or collaborative research.
3. Demonstration of the emergence of a successful research program. Evidence of this includes successful training of graduate students and publication of their research projects, other research productivity such as product development, germplasm releases, and patents, and increases in the rate of productivity in terms of annual publication numbers or extramural funding over time.
4. Receipt of national recognition of research accomplishments within the candidate's area of expertise. This can be demonstrated through e.g., awards, honors, and other recognitions for research accomplishments, invited presentations, manuscript review activities, recognitions within professional societies related to research, etc.

Criteria for Tenure

1. Criteria listed above in this category.
2. Likely to continue satisfying the needs of the department for the specific expertise of the candidate.

Criteria for Promotion from Associate to Full Professor that provide clear and convincing evidence of being a regional and national authority include:

1. Demonstration of significant and innovative contributions to the candidate's area of expertise since promotion to Associate Professor.
2. Continuation of publishing in peer-reviewed journals of national and international importance within the candidate's area of expertise.
3. Demonstration of leadership of a developed, sustainable research program supported by extramural funding. Evidence of this includes successful training of graduate students and publication of their research projects, other research productivity such as product development, germplasm releases, and patents, and increases in the rate of productivity in terms of annual publication numbers or extramural funding over time.
4. Providing successful leadership in collaborative research efforts.
5. Receiving recognition as a research leader at the national or international level in the candidate's area of expertise. This can be demonstrated through 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.).

To achieve the rank of full professor, all of the criteria listed above must be satisfied, and the candidate must continue satisfying the needs of the department for the specific research expertise of the candidate. If the candidate excels at one or two of these goals in particular, even in the absence of achieving one or more of the others, awarding the rank of full professor will still be considered at the discretion of the committee.

Extension - The primary responsibility of a Poultry Science faculty member with extension appointment is to transfer science-based information and technology to clientele involved in the production, processing and marketing of poultry and to support county-based programs where applicable. It is the quality of the Extension contribution rather than quantity that is critical.

Criteria for promotion from Assistant Professor to Associate Professor that provide clear and convincing evidence of emerging stature as a regional and national or international authority include:

1. Demonstration of leadership and technical ability in developing an innovative Poultry Science Extension program that is based on industry and societal clientele needs related to Poultry Science.
2. Establishment of specific extension educational expertise within the department relative to the individual's Poultry Science expertise.
3. Development of extension bulletins, peer-reviewed articles, books, book chapters, handbooks, newsletters, fact-sheets, web-based publications, other electronic products, CD's, posters, trade journal articles, etc. that address on-going or emerging needs of Georgia's poultry industry.
4. Development and coordination of high impact programming such as workshops, short courses, in-service training of extension agents and vocational agriculture teachers, in the area of the individual's expertise.
5. Establishment of extramurally-funded applied research programs in poultry science that contribute to a segment of the Georgia poultry industry.
6. Development of a niche of expertise that is recognized by the Georgia poultry industry and provides a solid academic reputation with the industry sector pertaining to the candidate's expertise.
7. Receiving state, regional, national recognition of emerging stature in extension programming and applied research in a discipline of Poultry Science (e.g., honors, awards, invited presentations, manuscript review activities, recognitions within professional societies, etc.).

Criteria for Tenure

1. Criteria listed above in this category.
2. Likely to continue satisfying the needs of the department for the specific expertise of the candidate.

Criteria for promotion from Associate Professor to Full Professor that provide clear and convincing evidence as being a regional and national or international authority:

1. Establishment and sustainment of applied, industry-oriented outreach programs for a specific poultry industry sector with national or international stature.
2. Demonstration that outreach programs have achieved national 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, invitations to serve on industry advisory committees, recognitions within professional societies, invitations to serve on funding review panels, service on editorial boards, evidence of high impact articles, etc.).

Annual Evaluations and Third Year Review

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

Revised and approved by the faculty August 5, 2015

Approved by CAES Dean August 21, 2015

Approved by Provost August 31, 2015