

# LAFAYETTE

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## CHEMISTRY

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Easton, Pennsylvania 18042 ♦ TEL 610-330-5213 ♦ FAX 610-330-5714 ♦ <http://chemistry.lafayette.edu>

### **Chemistry Department Tenure and/or Promotion Guidelines**

We support the scholarship portfolio of colleagues for tenure and/or promotion who have established themselves as successful and productive scholars within their field of chemistry. We understand that differences between the sub-disciplines in chemistry exist and that each faculty member must be allowed their own research style and methods. Consequently, for departmental support for tenure and/or promotion we are guided by the following prioritized components.

#### **I. Primary Scholarship Component: Publication of peer-reviewed journal articles**

We expect faculty to establish an independent research program at Lafayette that results in the on-going publication of articles in peer-reviewed journals, and to demonstrate evidence that such productivity will continue into the future. We especially value and expect scholarship that engages Lafayette students in meaningful research that commonly results in jointly authored student-faculty papers in peer-reviewed journals.

We place a high value on the development of the candidate's research ideas. A successful candidate for tenure and/or promotion will need to provide evidence that a significant portion of their scholarly record demonstrates the development of their independent research ideas. This is typically indicated by being the corresponding author on a publication, but can be demonstrated in other ways. We value research collaborations with colleagues across departments and institutions and therefore value collaborative publications. We require a candidate to explicitly address their contribution to any collaborative research projects. In particular, the candidate should clearly describe in the self-evaluation their contributions to any papers in which they are not the corresponding author.

We also encourage our faculty to contribute to the scholarship of learning and teaching (SOTL), and therefore peer-reviewed publications in this area are valued. However, this typically constitutes a secondary research interest rather than being the sole form of scholarship that a candidate possesses during review for tenure and/or promotion. For a colleague whose primary research area is chemistry education, publications in SOTL would constitute their primary scholarship and as such, the department would need to craft a memorandum of understanding with such a colleague.

When evaluating research productivity, both the quality and quantity of peer-reviewed publications will be considered by this department. Quality will be judged by external reviewers and by those faculty members of the department evaluating a candidate for tenure and/or promotion.

#### **II. Complementary Scholarship Components**

Although valued below the peer-reviewed publications of original research addressed above, we note that other forms of scholarship can also provide supporting evidence of a candidate's productivity. While difficult to fully prioritize, below we group these forms of scholarship by order of value:

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Group A is generally more highly valued than group B, which is generally more valued than group C. We require a candidate to describe and define their contributions to these complementary areas of scholarship. We emphasize that this list is not intended to be a checklist; there is no suggestion that a faculty member should undertake scholarship through any one or a set of these categories.

### **Group A**

- obtaining external grants for research and instrumentation
- publishing review articles, book chapters, textbooks, content for textbooks, etc.
- publishing collaborative papers where the candidate has played a minor role in the work presented.
- publishing peer-reviewed papers in which the majority of the work was conducted prior to coming to Lafayette

### **Group B**

- presenting at professional meetings/conferences
- editing books or professional journals
- submitting external grant proposals for research and research instrumentation

### **Group C**

- publishing encyclopedia entries, book reviews, database entries, and other items that receive minimal peer review
- presenting invited seminars at other colleges, universities, and other professional venues

### **Appendix I**

The department recognizes that disruptions caused by the COVID-19 pandemic may significantly impact an individual faculty member's scholarly activity during the pandemic and for some amount of time after normal College operations are resumed. The faculty member under review should describe the negative impacts of the pandemic on their scholarship and the department will consider those impacts during reviews of the individual's scholarly record. This should be included as supplementary information to the scholarship portfolio per section 4.3.4.4 of the Lafayette College Faculty Handbook in which the candidate is permitted to include information that 'will enable the department and the Promotion, Tenure and Review Committee to get a fuller picture of her/his scholarly/artistic achievements.'

Adopted: June 22, 2020