

General Guidelines for Promotion

A successful candidate must demonstrate a strong record of accomplishment in three categories: Discovery, Learning, and Engagement. Discovery is defined as high quality, scientific output from an ongoing, externally-funded scientific research program. The qualified candidate will also have a strong record in Learning within the department and Engagement within and external to the department as appropriate.

Professorial Conduct

Purdue is committed to maintaining an inclusive environment that recognizes and values the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect and encourages its members to strive to reach their fullest potential.

All faculty members are encouraged to embody collegiality and good citizenship, treating all members of the University community (faculty, staff, students) with respect, and being entitled to respectful treatment by these constituents.

Faculty members are afforded the right to academic freedom. The right of faculty to express dissent and to enjoy academic freedom must not be interpreted to allow professional misconduct nor should it be read as allowing faculty to obstruct the ability of colleagues to carry out their normal functions or to violate ethical standards. Criticism of and opposition to others' ideas or extant policy or proposals is not evidence of a lack of collegiality, and may in itself be important evidence of engagement and good citizenship in the University community.

DISCOVERY

Research Output and Productivity

There should be a **consistent and continuous record of peer-reviewed publications** with the promise of future publication. There should be strong evidence of independent research and a record of accomplishment in research performed at Purdue. Typically, peer-reviewed publications independent of a prior mentor are expected to distinguish the individual from work performed in the mentor's lab. When the prior mentor is a co-author, and for other papers in which the candidate is not the primary (or senior) author, specific contributions of the candidate and their lab (even if described in the paper) should be described. Publication of books and/or major review articles in the scientific discipline reflect positively on the candidate's scientific reputation.

Faculty efforts in innovation and entrepreneurship should be recognized in the promotion process, supporting the ideal of converting knowledge for the betterment of society. Examples include **patents, development and dissemination of proprietary knowledge, software or instrumentation, product development and successful entrepreneurial activities**. These outflows of scholarly research and accomplishments are **additional evidence for a successfully executed research program**. The information provided in the promotion document should be sufficiently detailed to allow for a reasonable assessment of scope and significance.

Funding

It is expected that the candidate has external funding appropriate for their field of study and that the award(s) are sufficient to support their research program, including some of their personnel. In

the case of collaborative research, the role of the candidate's lab in the research, as well as the proportion of each award that is allocated to the candidate's lab, must be clearly described.

Invited Talks

The candidate should demonstrate recognition within their field through invitations to speak about their scholarly activities from external academic programs or scientific meetings in their field. Short podium presentations or poster presentations at conferences, when selection is based on open abstract submissions, can be included in the dossier as proof of engagement.

External Letters

External letters represent an important component used to judge the scientific reputation of the candidate. Referee letters should come from top scholars in the field, according to the guidelines set forth by the College of Science.

Expectations for Promotion to associate professor with tenure

For promotion to associate professor with tenure, the candidate should have earned a national reputation in the field of study as documented by multiple publications in high-ranking journals, renewable funding, invited talks, and supportive external letters. There should be high potential for sufficient continued funding to conduct their research program for the foreseeable future.

Expectations for Promotion to full professor

Promotion to full professor should show clear evidence that the candidate is continuing an upward trajectory from their first promotion, and is an international leader in their field. Candidates are expected to have independent funding, either by single PI or collaborative grants, and be invited for keynote and symposium presentations at major conferences, as well as to maintain a strong publishing record.

LEARNING

Teaching

The candidate must demonstrate commitment to the delivery of high-quality instruction. This commitment can be recognized in different ways, including development of new courses, development and implementation of new elements within a course, creativity in course structure and/or student assessments, receipt of teaching awards, presentations and/or attendance at teaching development workshops, and engagement with TLT and or CIE to support student learning and improve teaching practices. Evaluation of teaching by the Peer Teaching Committee (PTC) is an important metric for evaluating high quality instruction. Student teaching evaluations will also be considered, but not weighted heavily.

Mentoring

Mentoring of graduate student trainees is an important component of the teaching mission of a department. While mentoring styles differ greatly by PI, there should be evidence of engagement with and guidance of students regularly. A strong record of mentoring is indicated by graduation of Masters and PhD students, as well undergraduates involved in research activities. It is expected that a candidate for promotion to associate professor with tenure will have (or have graduated) one or more Ph.D. level graduate students. Student awards and recognitions also support a strong record of mentoring by the PI.

ENGAGEMENT

Service at Purdue University

All candidates are expected to serve effectively on departmental committees. Promotion to full professor should additionally include service on college and/or university committees, with service on at least one committee that contributes to issues of departmental policy and/or operations.

Professional service and Leadership Activities

Professional service is considered as evidence that the candidate is an active and contributing member in their field of study. Professional service activity expected for promotion to associate professor with tenure could be engagement within a professional organization such as ACS, engagement with external partners, or substantial grant and/or manuscript reviewing activities. Service for promotion to full professor might include service on editorial (advisory) boards of leading journals, leadership roles in professional societies, leadership activities in the organization of conferences, or significant leadership roles in engaging with professional partners. Leadership in larger, collaborative research projects is also highly valued.

Community Engagement and Outreach

Engagement of faculty in community outreach as part of their professional activity is also encouraged. Examples include participation in departmental outreach activities, visits to local schools for teaching activities, or hosting students at the home institution for orientations to professional laboratories and higher education settings. Any such activity that helps students or the general public learn about science or careers is recommended. These activities also serve as excellent “Broader Impacts” for grant applications.