

**DEPARTMENT OF NUTRITION AND FOOD SCIENCE
FACTORS USED IN THE EVALUATION OF TENURE AND / OR PROMOTION**

I. Factors for Recommending Promotion To the Rank of Professor

Scholarship

The most important criteria for promotion to the rank of Professor shall be a record of outstanding scholarship, as evidenced by a national and international reputation in one's specialization.

1. Research Publications. Publication in the leading peer-reviewed journals is taken as indication of high quality work. Advice from outsiders who are in a better position to evaluate the candidate's publications and standing in his/her field shall be solicited.

Numbers of publications per se shall not necessarily be a factor. Clearly the results of research should be judged for what they are, regardless of whether they appear in print as a single unit or are divided into many small papers. Abstracts, through they represent contributions to science, are of lesser value than are actual publications.

2. Grants. Continued research support is a reflection of recognized standing in that field, although it is recognized that some research areas are better funded than others.
3. Other recognized evidence of outstanding scholarship includes:
 - i. Awards
 - ii. Authoring of Books and Review Articles
 - iii. Holding of Offices in Scientific Organization and Societies
 - iv. Invitation to Scientific Meetings

Teaching

A candidate for promotion to Professor has to demonstrate continued excellence in teaching. Deterioration of teaching quality after the granting of tenure will count heavily against the candidate's promotion to full Professor. Continued excellence in teaching will be based on:

- a. Evaluations by students and peers.
- b. Mentoring of undergraduate and graduate students.
- c. Efforts to improve curriculum in NFS.

University and Civic Services

It is expected that a candidate for promotion should have served on a number of

PROMOTION AND TENURE FACTORS

Department of Nutrition & Food Science

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important committees. Service to the University or College, professional societies, the Department and the Community are recognized.

II. Factors for Recommending Promotion to the Rank of Associate Professor

Similar factors are to be used in judging the candidate at both the Associate Professor and Professor level but for consideration of promotion to Associate Professor, research and teaching will be given equal importance. The candidate must be a competent teacher, regardless of the scholarship record.

III. Factors for Recommendation to Tenure

1. Tenure recommendations are first and foremost based on the excellence of the candidate as a teacher and researcher. Non-instructional services will also be considered; however, this is of secondary importance. Tenure recommendation will be based not only on past achievement but also on prospects for continued development in the future.
2. Teaching ability will be judged on the basis of:
 - a. Evaluations by students and peers.
 - b. Mentoring of undergraduate and graduate students.
 - c. Efforts to develop new courses or improve curriculum in NFS.
3. Research ability will be evaluated based on the following criteria:
 - a. Evidence of research at WSU published in refereed journals.
 - b. Expert opinion from outside the University on the quality of the candidate's publications.
 - c. Demonstrated ability to establish and maintain a productive research program. Evidence of these activities include:
 - i. Funding from federal, industry, foundation, and private sources.
 - ii. Graduate students' progress reports, and/or publications, or published abstracts of paper presented before national/international meetings.
 - iii. Ability to attract undergraduate students to research, demonstrated by undergraduate research awards and students' presentations.
 - d. Such additional data as the candidate may wish to submit, that would support his/her research standing among colleagues.