

Department of Astronomy & Steward Observatory
Promotion and Tenure Guidelines 23/24

	Associate Professor with tenure	Professor with tenure
Teaching	<p>Strong Record of Instruction</p> <ul style="list-style-type: none"> • Contributions to teaching activities • Positive teaching evaluations (from students and peer reviews) • Contributions to development of academic program (e.g., through to course syllabi) • Strong record of student advising, including service on graduate students' thesis or dissertation committees 	<p>Very strong record of instruction</p> <ul style="list-style-type: none"> • Significant contributions in teaching • Leadership in teaching, advising, and academic program • Positive teaching evaluations (from students and peer reviews) • Outstanding record of student advising, including supervision of graduate students
Research, Scholarly and Creative Activity	<p>Distinguished record of research, as supported by outside recognition including:</p> <ul style="list-style-type: none"> • Publications in refereed journals and non-peer-reviewed scholarly discipline publications (such as SPIE) that are major independent references. Publications where the candidate comes after a student or post-doctoral first author mentored by the candidate are valued as highly first-authored ones. • Written assessments of outside evaluators with knowledge of the candidate's field. • Invitations to present lectures, colloquia, etc. • Successful proposals for research grants, and/or securing philanthropic/foundation support • Innovation in instrumentation and techniques. If long-term development is required before the production of publications in the short term, the Committee and the Head/Director should identify and document research contributions. 	<p>Highly Distinguished Record of Research, as evidenced by a substantial international reputation that may include the following:</p> <ul style="list-style-type: none"> • Influential publications • Written assessments of outside evaluators with knowledge of the candidate's field • Invitations to present results internationally, and authorship of major review articles • History of peer-reviewed funding and/or philanthropic support • Invitations to speak at conferences or to serve on editorial boards or review panels • Innovation in instrumentation and techniques. If long-term development is required before the production of publications in the short term, the Committee and the Head/Director should identify and document research contributions.
Service	<p>Service to the Department, University, and Profession</p> <ul style="list-style-type: none"> • Contributions to department committees and assigned roles • Contributions to departmental resources (e.g., instrumentation, software) • Contributions to College and University Committees • Contributions to profession through service to professional organizations and/or professional journals and/or to government agencies supporting our field (e.g. NASA, NSF, DOE, etc.) • Contributions to profession as a referee or reviewer • Contributions to profession through promotion of diversity and inclusion in the student and professional ranks 	<p>Leadership in service to the Department, University, and Profession</p> <ul style="list-style-type: none"> • Leadership in department through service as committee chairperson and/or leadership roles • Development of departmental resources (e.g., instrumentation, software, programs) • Contributions to College and University Committees • Contributions to profession through outstanding service to professional organizations, professional journals, and government organizations/agencies • Contributions to profession as a referee or reviewer • Contributions to profession through promotion of diversity and inclusion in the student and professional ranks