

# **Climate Change Institute**

## **Criteria for the Evaluation and Promotion of Research Faculty Members**

Research faculty members in the Climate Change Institute at the University of Maine are expected to conduct externally funded research and may with the Director's approval participate in teaching, graduate advising, and public service. Research faculty members may have a Joint Appointment with an appropriate academic department or research institute, in which case they would require evaluation by a Joint Peer Review Committee with membership from both the Climate Change Institute and the academic department or other research institute. Research faculty members without a Joint Appointment will be evaluated by a Peer Review Committee with membership drawn solely from the Climate Change Institute. The Peer Review Committee will meet to produce a recommendation to be forwarded to the Director of the Climate Change Institute and, in the case of a Joint Appointment, to the Chair of the academic department or the Director of the other research institute. Contributions to the mission of the Institute and service to the discipline, the University, and the public are encouraged and may be requested from time to time as a condition of appointment. Research faculty members who participate in approved teaching, graduate advising, and service will have such activities considered in their evaluation.

### **Research**

Institute research faculty members are expected to participate in original, externally funded research. Documentation of the research will be through publication in refereed journals and in other scholarly vehicles such as books, book chapters, and published symposium contributions, as well as presentations at professional conferences. For purposes of evaluation, these categories should be clearly distinguished on the curriculum vitae and other documentation. Quality of sustained scholarship will be the primary measure for promotion. Evaluation of research by peers in the same discipline from outside the University of Maine will be a factor.

Institute research faculty members will be expected to seek and obtain levels of external funding appropriate for support of their research. Funding level, *per se*, will not be considered as a primary criterion for evaluation, because the degree of financial and logistic support required for research varies greatly among disciplines and projects.

### **Teaching**

The Climate Change Institute encourages research faculty members to participate in teaching and student advising. Discussion with the Director is required to ensure that these activities complement the Institute's goals as closely as possible. Instruction in the classroom, laboratory, and field are all appropriate teaching activities, as are participation on graduate committees and direction of graduate research.

### **Service**

The Climate Change Institute encourages research faculty members to participate in service to the Institute, the University, their discipline, and the public. Discussion with the Director is required to ensure that these activities are as complementary as possible to Institute goals. The Director may request research faculty members to provide specific service to the Institute to ensure they are well represented in the goals of the Institute.

### **Yearly Evaluations, Promotion**

The criteria listed above will apply in evaluation of all Institute research faculty members for decisions concerning reappointment and promotion. Each research faculty member will be reviewed annually for reappointment. Research faculty members must have spent at least two years in the Institute to be eligible for promotion to a higher rank. If, when appointing new research faculty members in the future, the Climate Change Institute should wish to set special requirements or grant exceptions from any of these expectations, such modification must be voted on by the Institute faculty as a whole prior to the appointment, and the terms must be specified in writing. Evaluation and promotion will follow University of Maine regulations and schedules. Any special requirements or

exceptions to the Promotion and Tenure guidelines that the Institute may vote to recommend at the time of hiring must be approved by the Provost and the President.

### **Sustained Performance**

All research faculty members of the Climate Change Institute are expected to maintain productivity in research and other approved activities consistent with or exceeding the standards applied at their most recent promotion.

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