

Office of the Dean

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TO: SOEST Faculty

FROM: C. Barry Raleigh
Dean



Each unit of SOEST has written criteria for faculty performance when being considered for promotion, tenure and post-tenure review. None have quantitative criteria for publications, citations, or grant activity, etc., their faculties having preferred descriptive, qualitative statements.

I was challenged, however, on my agreement to a work plan to correct a negative post-tenure review because the criteria for numbers of publications were not explicit. While most faculty understand that their performance is measured against the performance of their peers, such standards have not been stated.

This memo is intended to correct that deficiency at least as far as the Dean's expectations are concerned. The units' faculties may, of course, do as they wish with their criteria. I expect that, averaged over 5 years, all I/R and I faculty ordinarily should publish at least 2 papers a year in peer-reviewed journals. Oceanography faculty, for example, averaged over 3 per year for the past 5 years. R faculty without teaching duties should publish 3 per year or more.

Faculty whose jobs include service or operational activities, as their major duties would not be held to the same standard.

This is meant to be taken as a guideline, not an ironclad rule. There are, for example, faculty who publish less but produce papers of such fundamental importance that their achievements are recognized through awards or by exceptional numbers of citations by their peers. In the absence of such recognition of distinction, or operational responsibility, however, I will expect to see a rate of publication as described above.

This expectation is meant to serve as a necessary but not sufficient criterion for advancement or satisfactory post-tenure review ratings. The criteria of each unit for grant activity, grad student support, teaching and service remains in effect so far as my evaluations are concerned.

