

# TEXAS A&M AGRILIFE RESEARCH

## PROMOTION GUIDANCE TASK FORCE REPORT

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TEXAS A&M AGRILIFE RESEARCH-LUBBOCK

# GUIDANCE TO TEXAS A&M AGRILIFE RESEARCH FACULTY CANDIDATES AND EVALUATORS FOR PROMOTION EXPECTATIONS.

## EXPECTATIONS FOR PROMOTION

All Texas A&M AgriLife Research faculty candidates, regardless of their percentage appointment, are expected to demonstrate excellence in research, teaching, and outreach/service for promotion. The typical distribution of effort is ~80%, ~10%, and ~10% for research, teaching, and outreach/service, respectively, with flexibility to adjust the distribution in consultation with the Center Director. Excellence in faculty productivity is measured in terms of independent scholarship and impactful research, resulting in high impact publications, extramural funding and program support, sustained training of students, postdoctoral associates and/or scholars, regional/national/international recognition of the program, effective outreach with stakeholders, and service leadership.

### Research Excellence

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The research program should aim at addressing critical stakeholder needs in the region (mission of the Texas A&M AgriLife Research unit) while at the same time advancing their field of expertise. The research is expected to be regionally as well as nationally/internationally recognized. Faculty members are expected to achieve independence in scholarship and demonstrate impact of the work in the faculty's field of research, will typically demonstrate strong teamwork and interdisciplinary collaboration, and attain or be on a strong and sustained trajectory (depending on rank) to be recognized as a leader in their field of study. Diverse sources of grant funding for program support are expected; delivery of research outcomes must include peer-reviewed, targeted publications, and websites and/or social media to reach a wide range of stakeholders. For promotion to full professor rank, the research program will typically be internationally recognized (e.g., organizing international conferences, awards, international collaboration, etc.).

### Teaching Excellence

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Commitment to excellence in training of future generations of scientists (graduate students, postdoctoral associates, and/or scholars) is an expectation of all Texas A&M AgriLife Research faculty. Demonstration of teaching excellence also includes mentoring of undergraduate interns, guest lectures, or classroom teaching at non-TAMU institutions. Integration of student training throughout the research program is expected. Classroom teaching is not expected to fulfill the expectation of teaching unless a specific teaching appointment exists specifying coursework duties (e.g., a split appointment at a local University).

### Outreach/Service Excellence

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Commitment to service is an expectation of all Texas A&M AgriLife Research faculty. This includes service within the unit, department, Texas A&M AgriLife, regional stakeholder organizations, professional scientific societies, and national/international organizations.

# GUIDANCE FOR INTERNAL AND EXTERNAL EVALUATORS

## Research Evaluation

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Research excellence is assessed based on 1) how a faculty member has defined, developed, and positioned their scholarship and field of study throughout their career to achieve scientific and translational impact, and 2) evidence that their leadership and impact in their field of scholarship compares favorably to accomplishments and reputation typical of leaders in their discipline and field of study. This impact should be supported by demonstrated success in securing competitive grant funding from federal, state, industry, and stakeholder (commodity) sources; number, quality, and impact of research publications in the leading journals of their field of study and translational deliverables; external recognition awards and seminar invitations; and broadening of the scope of their research field and collaborations.

Leadership, impact, and reputation in the candidates' field should also be documented through peer evaluation letters from leaders in the same or closely related field. Leadership and impact should be evaluated from analysis of the candidate's dossier and how it has affected the field. Candidates, Center Director, and Department Head should continuously develop a (arms-length) network of potential evaluators who can directly speak to the candidates' impact and leadership in their field. The P&T committee, Center Director and Department Head should be prepared to read and evaluate the impact of the candidate's work in the context of the norms of excellence for their discipline. Clear delineation of the role of and ongoing communications between Center Director, Department Head, and candidate in promotion process, expectations, and preparation need to be established for Texas A&M AgriLife Research faculty.

## Teaching Evaluation

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Teaching excellence is assessed based on quantity and quality of graduate and undergraduate students trained and/or postdoctoral associates and visiting scholars mentored. Excellence in mentoring can be documented by the successes of the mentees, which includes quality and quantity of trainee-authored publications, mentee recognitions, and job placements. Grant-writing training for postdocs, fellowships/scholarships secured for graduate students, presentation recognitions for mentees and their invitations for presentations at local groups, field days, and professional societies are also used as indicators for teaching excellence.

## Service/Outreach Evaluation

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Excellence in Service and Outreach should document how their service activities contribute to institutional, regional, national, and international value and reputation and recognition for themselves, Texas A&M AgriLife Research, scientific community, and society at large. The value and need for regional outreach are a consideration for faculty based at Centers. Such outreach should focus on translational research, although scope of outreach shall be determined in the context of the Texas A&M AgriLife Research mission, which includes service to stakeholders. Texas A&M AgriLife Research faculty are expected to engage with stakeholders and utilize outreach and collaborate with Extension colleagues to enhance their overall research program.