

## **Appendix A: Definition of Satisfactory for TFR Statement and Updating the Composition of the Tenured Faculty Peers Subcommittee (TFPS)**

In response to the changes in the Tenured Faculty Review procedures, the Department of Physics and Astronomy proposed the following definitions of “satisfactory” for Tenured Faculty Reviews.

*Satisfactory: A faculty member with an Excellent, Very Good or Effective rating is defined to have a Satisfactory rating for the purpose of TFR reviews.*

- **Research:** Research accomplishments are evaluated broadly to reflect the dynamic nature of academic work. Faculty should demonstrate a pattern of engagement and contribution to their field. Evidence includes:
  - Peer-reviewed publications.
  - Consistent evidence of efforts to secure funding, with recognition of the variability in funding opportunities across disciplines as well as the changing nature of the broader science funding landscape.
  - Collaborative efforts and contributions to larger research initiatives.
  - Recognition through citations, invited talks, or similar indicators of esteem.
  - Intellectual property or other creative outputs as applicable.
  - We note that external letters are not part for the TFR review, as formal letters are only required for formal RPT actions for the promotion of rank, or the granting of tenure.

Effective: The candidate has made acceptable contributions in one or more topic areas of research. Contributions are acceptable, if, by addressing a problem of a limited importance, they constitute notable developments in the candidate’s field of research. The quality and quantity of research should reflect a coherent agenda of work and suggest that significant contributions will be made over time.

- **Teaching:** Teaching is broadly interpreted to include instruction, mentoring, curriculum development, and efforts to create a positive learning environment. Evidence includes:
  - Course evaluations, peer observations, or other documentation of teaching effectiveness.
  - SAC and GSAC reports on Teaching Evaluation
  - Evidence of efforts to improve and innovate teaching practices.
  - Contributions to curriculum development or instructional materials.
  - Mentorship of students and evidence of their academic or professional growth.

Effective: The candidate has made acceptable contributions in teaching. The candidate shows sufficient progress in the areas of course instruction, curriculum/program development appropriate to rank, and student advising and mentoring to suggest that the eventual contributions in these areas will be significant.

- **Service:** Service includes contributions to the department, university, profession, or community. It recognizes the different forms of engagement that support institutional and professional goals. Evidence includes:
  - Participation in committees, task forces, or administrative roles.
  - Contributions to professional organizations, conferences, external collaboration administration, or community outreach efforts.
  - Evidence of leadership or significant impact within service roles.

Effective: The candidate has made acceptable contributions in service. The candidate shows sufficient commitment to service in at least one area, suggesting that the eventual contributions of the candidate will be significant.

In addition, the Department of Physics and Astronomy proposed the following update to the Tenured Faculty Peers Subcommittee (TFPS):

Current TFR Committee Composition

“The Policy Board shall assign three-member committees consisting of a chair and two members. All committees shall be comprised of faculty members of the Department who are full professors with tenure.”

Proposed TFR Committee Composition (TFPS beginning Spring 2025)

“There is one TFPS to conduct all TFRs for the year. The TFPS membership consists of all tenured faculty members at or above the rank of the reviewed faculty member from within the department.”

These definitions and TFPS composition updates have been reviewed by the Tenure-line faculty of the department.

**Approvals:**

Yes	No	Abstain
23	1	11

Tenured Faculty Vote

March 7, 2025

Date

Department Chair/Director Approval

March 7, 2025

Date

College Dean Approval

March 12, 2025

Date

Senate Faculty Review Standards Committee Approval

March 12, 2025

Date

Cognizant Senior Vice President Approval

March 17, 2025

Date