Standards for tenure, promotion, and merit advancement at Scripps Institution of Oceanography: Academic Senate members

Research

At SIO, original research accomplishments are expected and normally evaluated based on contributions to peer-reviewed research journal articles; review and invited articles, book and book chapters (monographs), refereed conference proceedings, and other peer-reviewed articles are also evaluated. Other works, such as data set publications, patents, open-source software, and similar materials, are taken into consideration. Funding can be discussed but is not evaluated for advancement.

The SIO Department is large, and extremely broad, spanning a full range of earth, ocean, and atmosphere-related fields (biology, chemistry, geosciences, physical oceanography, atmospheric science, marine archeology, electrical engineering, mechanical engineering, public health, human impacts of environmental change, computer and data science, etc.). SIO examines the impact and significance of each publication and the individual's contribution to it. Given the breadth of the department, we do not have specific expectations for the number of publications or category of journals. Ad hoc committees provide subject matter expertise and are encouraged to indicate typical publication standards within the candidate's specific field or subfield. Faculty must have a research program that demonstrates independence. Many SIO faculty are involved in highly collaborative research, and reviewers carefully consider contribution statements. At SIO, we generally consider papers first-authored by members of a PI's research program to have the same weight as those first-authored by the PI. Faculty can help with this process by pointing out when one of their students or postdocs is a lead author, as this is considered positively in file review. As the implications of author order vary among fields, faculty should indicate the convention used for each publication included in the file.

Teaching and mentoring

Professorial educational expectations include both classroom instruction and student advising. The SIO teaching load is currently 6 course units per year, averaged over a review period. For regular courses (e.g., 4 or 6-unit classes), when faculty first teach a class or teach courses with high enrollment (200 students or over), they are allocated 1.5x the number of units. This policy is intended to encourage faculty to rotate course assignments and to invest in developing new course materials. One-off special topics courses and 1 or 2-unit seminars are not allocated extra units, but they can be used to help fulfill the 6-unit teaching expectation. The exception is if the special topics course is in transition to a regularly offered course.

Assistant Professors who are being considered for tenure are expected to be advising students (undergraduates, master's, and PhD students enrolled in the SIO Department) and/or postdocs. Students should be making progress toward their degrees, but do not need to have graduated by the time of promotion to tenure. By the time of promotion to full professor, faculty are expected to have graduated at least one PhD student or mentored one postdoc, but ultimately the research accomplishments are what will be evaluated rather than a specific mentoring metric. Full Professors are normally expected to be advising one or more graduate students (PhD, MS) or postdocs, either as a sole advisor or as a co-advisor, as well as regularly serving on graduate student committees.

Service

Service is an important component of faculty responsibilities. Because SIO is UCSD's largest department (in terms of the number of Professors) and because of its breadth and structure, Professors can take on significant service jobs within SIO (e.g., service on SIO CAP, Division

Director, Section Head, Curricular Group Coordinator, or Education Program Director), many of which take on some of the responsibilities handled by Department Chairs in other units.

At the assistant level, service expectations are minimal. After tenure, Professors are expected to carry out service (university and public), with increasing service loads as they rise through the ranks. Professors being reviewed for advancement to/through the Step VI barrier or to Above Scale should normally expect to carry out some form of campus-wide service.

Joint appointees

Many SIO Professors have joint appointments in two (or more) departments. Jointly appointed Professors are faced with balancing the standards of two departments in research, teaching, and service. In some cases, a candidate's output in research aligns more closely with one department's standards than with the other's. Reviewers should consider the candidate's research in the context of the work (quality and impact) of other scholars in the same general research area. Joint appointees are hired with MOUs that outline these issues.