

**Standards for tenure, promotion, and merit advances
Scripps Institution of Oceanography**

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Research

At SIO, research accomplishments are normally evaluated based on peer-reviewed journal articles. The SIO Department is large, and extremely broad spanning a full range of STEM fields (biology, chemistry, geosciences, physical oceanography, atmospheric science, marine archeology, electrical engineering, mechanical engineering, public health, human impacts of environmental change, etc.) SIO examines impact and significance of publications, but given the breadth of the department, we do not have expectations for 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.

Candidates should have a research program that demonstrates independence. Reviewers are asked to consider the impact of research and its importance in the field.

Teaching and mentoring

Faculty educational expectations include both classroom instruction and student advising.

The SIO teaching load is currently expected to be 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, they are allocated 1.5 x 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 never allocated extra units, but they can be used to help fulfill the 6-unit teaching expectation.

Assistant professors who are being considered for tenure are expected to be advising graduate students (normally MS and/or PhD students enrolled in the SIO Department), their students should be making progress toward their degrees, but do not need to have graduates. By the time of promotion to full professor, faculty usually should have graduated at least one PhD student, although extenuating circumstances could be documented in the personal statement. Full professors are normally expected to be advising one or more graduate students most of the time, either as sole advisor or as a co-advisor, as well as serving on graduate student committees.

Service

Service is an important component of faculty responsibilities. Because SIO is UCSD's largest department (in terms of number of faculty) and because of its breadth structure, faculty can take on significant service jobs within SIO (e.g. service on SIO CAP, division director, section head, curricular group coordinator, or 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, faculty are expected to carry out service, with increasing service loads as faculty rise through the ranks. Faculty being reviewed for advancement across the Step VI barrier or to Above Scale should normally expect to carry out some form of campus-wide service.

Joint appointees

SIO has an exceptional number of faculty with joint appointments in two (or more) departments. Joint appointed faculty 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.