

## **Department of Chemistry and Biochemistry Merit Standards**

Adopted by Council February 14, 2018

Revised and Adopted by Council September 12, 2018

The Department of Chemistry and Biochemistry has determined the normal merit advancement criteria for its faculty, which also provides a measure of a candidate's achievements when acceleration is proposed. Faculty members are evaluated on their research, teaching, and service to UC San Diego and to society. All faculty members are expected to maintain a standard teaching load as established by the Department and to strive for excellence in their teaching. Faculty members are also expected to participate in the governance of the Section, Department, Division, University, and/or outside professional or public service through committee and other administrative work.

All faculty members are expected to maintain a productive research program directed at understanding basic and/or applied problems in chemistry or biochemistry. Productivity is judged primarily on the impact of published work on their chosen area of study and its greater impact on chemistry or biochemistry and the public understanding of science. Although one cannot provide a simple metric on evaluating such productivity, an average of 1-3 publications in leading journals in the field per year for Associate and Full Professors over a review period is a reasonable expectation for a normal merit increase. Accelerations are considered when the combination of high impact publications, the number of publications, and the quality of the journals in which they are published clearly exceeds the highest of normal expectations. Both exceptional teaching and community/professional service are also taken into consideration in determining appropriateness of a recommendation for acceleration.

The normal teaching expectation for faculty in the Department of Chemistry & Biochemistry is at least one significant (considering the load and teaching need of the department) undergraduate course or equivalent plus one upper-division or graduate course each year taught with high quality. For faculty with a continuing moderate level of research activity, a normal yearly teaching expectation would include an additional course beyond the normal expectation. For faculty with continuing low levels of research activity, a normal yearly teaching load would include at least 2 lower-division undergraduate courses, plus 3-4 additional undergraduate courses, similar to our teaching faculty.

For Teaching Professors in the LPSOE, LSOE, and SR LSOE series, normal merit advancement criteria include: teaching of 5-6 undergraduate courses of truly exceptional quality, professional achievement and activity, significant university and public service, and educational leadership recognized beyond the campus. Acceleration in this series would require additional extraordinary recognized educational leadership.