

Elements of a Strong RTP Package

Guidelines were prepared by Professor Doug Landis, CANR RTP Committee,
Entomology.

These recommendations have been adopted by the CANR RTP Committee and are
used in portfolio reviews.

Reappointment to Assistant Professor

Bottom line: clear evidence that the candidate is establish a program that can achieve excellence in the area(s) of major appointment. The candidate does not need to be there yet, but there should be clear signs that they are on their way.

Some benchmarks include:

- In Research
 - Obtains sufficient funding to initiate a program
 - Increasingly, some funding should be sought from competitive national sources (USDA, NSF, NIH etc.)
 - Attract students and/or post-docs
 - Finishes publishing prior work (PhD, post-doc) and ideally has MSU work published or in press
- In Teaching
 - Is recognized as a solid teacher by colleagues and students
 - Shows true interest in teaching, evidence of innovation
 - Obtains very good SIRS summary scores (1's and 2's) and/or is showing evidence of improvement
- In Outreach
 - Obtains sufficient funding to initiate a program
 - Is recognized by clientele and colleagues as interested and dedicated to outreach
 - Shows initiative/innovation in outreach
- In Service
 - Contributes to Departmental activities when asked
 - Evidence of potential for contributions at national level e.g.
 - ♦ Journal peer reviewer
 - ♦ Membership in state/regional committees

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Promotion to Associate Professor with Tenure

Bottom line: Clear evidence that the candidate has established a program of excellence in the area(s) of major appointment and has at minimum good performance in area(s) of minor appointment.

Generally this will include evidence of national recognition from solicited letters with invited presentations at peer universities and national meetings

In Research

- Obtains sufficient funding to support and grow a program
- Obtains funding from diverse sources, including competitive national sources (USDA, NSF, NIH etc.)
- Attracts students/post-docs
- Has graduated students who obtain suitable positions
- Has established a record of consistent publication in peer-reviewed journals
- Publishes in the best journals available for the particular discipline as measured by impact factors and within-discipline journal ranking
- Is achieving suitable citation rates

In Teaching

- Is recognized as an excellent teacher by colleagues and students
- Shows passion/innovation
- Consistently obtains excellent to very good SIRS summary scores (1's and low 2's)
- Shows evidence of scholarship in teaching and learning

In Outreach

- Obtains sufficient funding to support and grow a program

- Is recognized by clientele and colleagues as excellent in outreach
- Shows passion/innovation
- Shows evidence of scholarship in outreach

In Service

- Consistent contributor to Departmental activities
- Contributes to University level activities
- Consistent contributor at national level
- o Sought out as journal peer reviewer, potentially editorships
- o Sits on national (USDA, NSF, NIH) grant review panels
- o Leadership in regional/national committees
- o Organizes national symposia, meetings, workshops

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Promotion to Professor

Bottom line: clear evidence that the candidate has established a prolonged program of excellence in the area(s) of major appointment and has at minimum good performance in area(s) of minor appointment.

Generally this will include:

- Evidence of national and international recognition from solicited letters or other sources
- Regularly invited to present at peer universities, national and international meetings
- In Research
 - Obtains consistent funding and has maintained a strong program over an extended period
 - Obtains funding from diverse sources including competitive national sources (USDA, NSF, NIH etc.)
 - Consistently attracts, graduates and places high-quality students/post-docs
 - Has an extended record of publication in the best journals available for the particular discipline as measured by impact factors and within-discipline journal rankings
 - Is achieving strong citation rates.
- In Teaching
 - Is recognized as an excellent teacher by colleagues and students
 - Shows passion/innovation
 - Consistently obtains excellent SIRS summary scores (primarily 1's)
 - Shows sustained evidence of scholarship in teaching and learning
- In Outreach
 - Obtains consistent funding to maintain a strong program over an extended period
 - Is recognized by clientele and colleagues as excellent in outreach
 - Shows passion/innovation
 - Shows sustained evidence of scholarship in outreach
- In Service
 - Strong contributor to Departmental activities
 - Contributor to University level activities
 - Strong contributor at national/international level
 - Sought out as journal peer reviewer, potentially editorships
 - Sits on national (USDA, NSF, NIH) grant review panels
 - Leadership in national/international committees
 - Organizes national/international symposia, meetings, and workshops