

## **Points of Relevance for Junior Faculty**

### **Promotion and Tenure Committee**

Review the Principles for Faculty Evaluation that the CANR P&T Committee uses.

Quality not quantity. The Committee emphasizes quality, impact and that the tendency to list everything is not helpful and tends to obscure the more significant.

Top Journals in your field. A part of quality is to publish at least some work in the top journals in your subject area. The Committee looks for that evidence, especially at tenure decision time.

Reflective essay. This is your opportunity to show the quality of your thinking, your vision and the logic for your program, your strategy and implementation, including weaving in what you have achieved to date, your trajectory and where you plan to be in 10 years. The essay should emphasize the intellectual foundation of your work and plan in contrast to reporting or listing what you have done; the later should be well covered in the university forms and your vitae.

Early promotion. The Committee looks [or compelling reasons for this award, a truly an extraordinary record of scholarship. A significantly higher standard of achievement is expected than for promotion in the normal time period for the rank. Life is long and there is no great benefit to the individual and institution to rush its major stages, except for the very exceptional case.

Your area of scholarly excellence. Begin early to think about and develop your topic of excellence, what you will be known for, and articulate this expertise in your documents. For example, your goal is for anyone in your national or international field, if asked, to identify you as a world authority on the subject (modified of course for the culture of excellence in your discipline/assignment area).