

ÊÏFJ€IHÎAËÏKGÍÏÌG#DÈÈÈÈÁÇÂÈÈÈÀÀÈBÈÀÀÀÈÈÇÁÈÀÈÇACÂÈËBÄÈÈÈÇ

!

)

"#\$%!8! ! ! ! ! ! ' (!+ ,) % ,) #! - % . / 0 # % ! # // , 1 2 % 3 ! 4 % 5 , 6 # , 7 ! 8 9 8 9 !

!
!

!

\$/%#1.+#\$)/!5\$**!021, !-)! '2+&!-2+. *# , !9 '93'1;!4' ('/4\$/ :!. ()/!5)1K*)24!4\$%#1\$3. #)/!2/4!#&'!
(21#\$+. *21!# '2+&\$ / :!9\$%\$)/!) -!#&'! . /\$#6!" /%#1. +#\$) /!\$/+* .4 '%!2+#+. 2*!+) /#2+#!\$ /!+*2%#1)) 9;!
)11' % ()/4' /+'!)1! '*'+#1) /\$+!4 '*\$0'1, !9 '#&)4%; !*23)12#)1, !)!-!\$ *4!2/4! (1' (212#)1, !
2+##\$0\$#\$ '%; !% . +&!2%!(1' (21\$/ :!-)1!*'+#. 1'%; !% ##\$/ :! . (!4'9) /%#12#\$) /%; !2/4! (1' (21\$/ :!-)1!
23)12#)1, !'8 ('1\$9' /%#; !2% !5 '!2%!\$/4\$0\$4 . 2*\$\$/4' ('/4' /#!%#. 4. ; !#.#)1\$2*!%' %\$) /%;!
'02*. 2#\$) /%; !+)11' +##\$/ :!(2('1%; !2/4!4' # '19\$ /\$/ :! : 124' %6! P#&'!12% ('+##!) -!# '2+&\$ / :!2/4!
\$/%#1. +#\$) /!'8# ' /4!#)!. /4'1: 124. 2# ' !2/4! : 124. 2# ' !2+24' 9\$+!240\$%\$/ :!2/4!+) . /% '*\$/ : ; !#12\$/ / : !
: 124. 2# ' !%#. 4' /%#12/4! '%10\$/ :!) /!#&' \$! : 124. 2# ' !+) 99\$##' '%; !2/4!+ . 11\$+ . * . 9!4'0'*) (9' /#6!!
Teaching in Oceanography is predominately conducted through their graduate program. The major
teaching activities are classroom/laboratory/field instruction and advising graduate students on
thesis and dissertation research. Graduate classroom instruction often requires effort
disproportionate to the number of students served. The normal expectation for full-time (9 month)
tenure track faculty is 6 credits per year. Faculty may reduce classroom teaching to a minimum of
3 credits with external funding buyout. For faculty with different workloads the expectation is to be
adjusted proportionately in accordance with annual workload statements

!

B6! 7--'+##\$0' / '%%!\$/!O'2+&\$ / :!!

70\$4' /+'!) -!'--'+##\$0' / '%%!\$/!# '2+&\$ / :!92, !3'!4'9) /%#12# '4!#&1) . :&!3.#!/) #!*\$9\$# '4!
#); !'0\$4' /+'!) -!#&'!021\$) . %!+&212+## '1\$%# \$+!#&2#14' -\$/!'! --'+##\$0' !# '2+&'1%6!7--'+##\$0'!
'2+&'1%A!

!

26! 21' !&\$: &* , !)1: 2/\$Q'4; !(*2/!+21' - . ** , ; !. % ' !+*2%# !#9' !' --\$+\$ /#* , ; !&20' !+* '21!
)3M'+##\$0' %; !&20' !&\$: &'8 ('+##2#\$) /%#1-)1!%#. 4' /#%D!!

36! '8(1' %%()%\$#0' !1' : 214!-)1!%#. 4' /%#; !4'0'*) (!:)4!12(()1#!5\$#&!%#. 4' /%#; !%&)5!
\$/# '1' %#E' /#& . %\$2% 9!-)1!#&'!% . 3M'+##D!

+6! '9 (&2%\$Q' !2/4! /+) . 12: ' !%#. 4' /#!(21#\$+\$ (2#\$) /; !2%K! = . '%#\$/% ; !-1' = . ' /#* , !9) /\$#)1!
%#. 4' /#!(21#\$+\$ (2#\$) /!-)1!%#. 4' /#!* '21\$/ / :!2/4!# '2+&'1' --'+##\$0' / '%%; !21'!
% . (()1#0'!) -!%#. 4' /#!4\$0'1\$# , D!

46! '9 (&2%\$Q' !1' : . *21!- '432+K!#) !%#. 4' /%#!2/4!1' 5214!%#. 4' /#!* '21\$/ / : !% . ++ '%%D!!
'6! 4'9) /%#12# ' !+) /# /#!92%# '1, ; !4\$%+. %% !+ . 11' /#!\$/ -)192\$) /!2/4!4\$0'1: ' /#!()\$ /%#) -!
0\$ '5; !1' *2# ' !#) (\$+ %!#) !)#&' !14\$%+\$ (\$/ ' %; !4' *\$0' !192# '1\$2*!2# !#&' !2((1) (1\$2# ' !* '0' *D!!

-6! 1' : . *21* , !4'0'*) (!/ '5!+) . 1% % ; !5)1K%&) (%12/4!% '9\$/21%12/4! . % ' !2!021\$' ; !4(. %) -0.2(%) -0.2(+)0

!

2/4!2#!* '2%#!# 5)!)-!#&'!-)**) 5 \$/ : !#&2#!21'!% . (()1# '4!5 \$#&! '0\$4' /+ ' !#&2#!\$%!/ /)#!%)* '* , !\$/!
#&'!/2112#\$0'!% '*-R'02* .2#\$) /A!!

- (' '1!+*2%%1)) 9!)3%'102#\$/S%C!2/4!'02* .2#\$) /!)-!*'+# . 1'S%C;!!
- (' '1!'02* .2#\$) /!)-!+) . 1%'!2/4!+) 9 (\$* '4!92# '1\$2*%;!
- ('42:) : \$+2*!)1: 2/\$Q2#\$/!2%'0\$4' /+ '4!#&1) . :&!(' '1!'02* .2#\$) /!)-!+) . 1%'!
% , **23\$;!
- 4)+ . 9' /# '4! . %'!) -!3' %#!(12+#\$+ ' %!\$/!# '2+&\$/ : !#&1) . :&!'8# '1/2*!)1!(' '1!'0\$ '5 ;!
- '0\$4' /+ '!) -!9' '#\$/ : !+) . 1%'R* '0' *!%# .4' /#!* '21/\$/ :!) . #+) 9' % ;!5&\$+&!92 , !
\$/+* .4' !%# .4' /#!(1'E ()%#!# ' %#%;!
- '0\$4' /+ '!) -!('42:) : \$+2*!#12\$/\$/ : !5\$#&!(' '1!)1!'8# '1/2*!1'0\$ '5 '4!2/4!

F6! I) 9 () / ' / # % !) - ! T ' % ' 21 + & ; ! N + &) * 21 * , ! 2 / 4 ! I 1 ' 2 \$ 0 ' ! @ + # \$ 0 \$ # , ! ! 70 \$ 4 ' / + ' !) - ! ' 8 + ' * * ' / + ' ! \$ / ! ' % ' 21 + & ; ! % + &) * 21 * , ! 2 / 4 ! + 1 ' 2 \$ 0 ' ! 2 + # \$ 0 \$ # , ! 9 2 , ! 3 ' ! 4 ' 9) / % # 12 # ' 4 ! # & 1) . : & ; 13 . # ! /) # ! * \$ 9 \$ # ' 4 ! #) A ! !

26! V)) K % ; ! 1 ' 0 \$ ' 5 % ; ! 9) /) : 12 (& % ; ! 3 . * * # \$ / % ; ! 21 # \$ + * ' % ; ! (1) + ' ' 4 \$ / : % ; ! 1 ' % ' 21 + & ! 4 2 # 2 ! 2 / 4 ! 9 ' # 24 2 # 2 ; ! 2 / 4 !) # & ' 1 ! % + &) * 21 * , ! 5) 1 K % ! (. 3 * \$ % & ' 4 ! 3 , ! 1 ' (. # 23 * ' ! M) . 1 / 2 % ; ! % + &) * 21 * , ! (1 ' % % ' % ; ! 2 / 4 ! (. 3 * \$ % & \$ / : ! &) . % ' % ! # & 2 # 1 2 + + ' (# 1 5) 1 K % !) / * , ! 2 - # ' 1 ! 1 \$:) 1) . % ! 1 ' 0 \$ ' 5 ! 2 / 4 ! 2 ((1) 0 2 * 1 3 , ! (' ' 1 % ! \$ / ! # & ' ! 4 \$ % + \$ (* \$ / ' 6 ! The primary evidence of high research quality is publication of research results and interpretations in respected, national or international, peer-reviewed journals or peer-reviewed books or book chapters. In evaluating such publications, quality, as judged by faculty peers, is more important than quantity. Secondary evidence of research substance and quality can include publications that are not peer-reviewed, such as final contract reports, data reports, and websites.!

36! I) 9 (' # \$ # 0 ' ! : 12 / # % ! 2 / 4 ! +) / # 12 + # % ! #) ! - \$ / 2 / + ' ! # & ' ! 4 ' 0 ' *) (9 ' / # !) - ! \$ 4 ' 2 % !) ! (1) M ' + # % ! 2 / 4 ! (1) : 12 9 % ; ! # & ' % ' ! : 12 / # % ! 2 / 4 ! +) / # 12 + # % ! 3 ' \$ / : ! % . 3 M ' + # ! #) ! 1 \$:) 1) . % ! (' ' 1 ! 1 ' 0 \$ ' 5 ! 2 / 4 ! 2 ((1) 0 2 * 6 ! Secondary evidence of research substance and quality can include external funding from sources known for rigorous peer or organizational review of proposals.!

+6! W 1 ' % ' / # 2 # \$) / !) - ! 1 ' % ' 21 + & ! (2 (' 1 % 1 3 ' -) 1 ' ! * ' 21 / ' 4 ! %) + \$ ' # \$ ' % ! # & 2 # 1 2 + + ' (# ! (2 (' 1 % !) / * , ! 2 - # ' 1 ! 1 \$:) 1) . % ! 1 ' 0 \$ ' 5 ! 2 / 4 ! 2 ((1) 0 2 * 1 3 , ! (' ' 1 % 6 !

46! 7 8 & \$ 3 \$ # \$) / % !) - ! 21 # ! 5) 1 K ! 2 # ! : 2 * * ' 1 \$ ' % ; ! % * * ' + # \$) / ! -) 1 # & ' % ' ! ' 8 & \$ 3 \$ # \$) / % ! 3 ' \$ / : ! 3 2 % ' 4 !) / ! 1 \$:) 1) . % ! 1 ' 0 \$ ' 5 ! 2 / 4 ! 2 ((1) 0 2 * 1 3 , ! M . 1 \$ ' % ; ! 1 ' +) : / \$ Q ' 4 ! 21 # \$ % # % ; !) 1 ! + 1 \$ # \$ + % 6 ! !

' 6! W ' 1 -) 1 9 2 / + ' % ! \$ / ! 1 ' + \$ # 2 * % !) ! (1) 4 . + # \$) / % ; ! % * * ' + # \$) / ! -) 1 # & ' % ' ! (' 1 -) 1 9 2 / + ' % ! 3 ' \$ / : ! 3 2 % ' 4 !) / ! # 1 \$ / : ' / # ! 2 . 4 \$ # \$) / % ! 2 / 4 ! 2 ((1) 0 2 * 1 3 , ! 2 ((1) (1 \$ 2 # ' ! M . 4 : ' % 6 ! !

-6! N + &) * 21 * , ! 1 ' 0 \$ ' 5 % !) - ! (. 3 * \$ + 2 # \$) / % ; ! 21 # ! 5) 1 K % ! 2 / 4 ! (' 1 -) 1 9 2 / + ' !) - ! # & ' ! + 2 / 4 \$ 4 2 # ' 6 ! ! : 6! I \$ # 2 # \$) / % !) - ! 1 ' % ' 21 + & ! \$ / ! % + &) * 21 * , ! (. 3 * \$ + 2 # \$) / % 6 ! !

& 6! W . 3 * \$ % & ' 4 ! 2 3 # 1 2 + # % !) - ! 1 ' % ' 21 + & ! (2 (' 1 % 6 ! ! \$ 6 !

#12/%+1\$(#)\$)/%;!2.4\$)!1'+)14\$/:%;!0\$4')!1'+)14\$/:%;!5'3%\$#'%;142#2!+)**'+#\$/%;!2/4!\$/!(1)-'%%\$)/2*;!\$/4.%#1,;!1):)0'1/9'/#!(.3*\$+2#\$/%D!2-# '1! '0\$'5!2/4!'02*.2#\$/)3,12((1)(1\$2# '!('1%! -1)9!#&'!'/#\$\$%'%12/4E)1!+)99./#\$%'%!'10'46!

- o. Faculty applying for promotion or tenure must present evidence of high-quality contributions in research. For a full-time (9-month) workload, the minimum expectation for award of tenure and promotion to associate professor is a sustained publication record averaging one per year, with a minimum of six. The minimum expectation of peer-reviewed publications for promotion to professor is a sustained publication record averaging one per year, with a minimum of twelve. Typically, at least half of the publications at each promotion level will be first-authored by the candidate or by a graduate student, undergraduate student, or post-doctoral scholar under the candidate's direct supervision. It is the candidate's total publication record, regardless of affiliation, that is considered in determining these counts.

7" # 9&43* &41#. (&#%\$C248;#D540* &)43-#15=#&\$(.*)4(512#B* &048*##

W.3*\$+1%'10\$+'!\$!\$/#1\$/%\$+!#)!#&'! *2/4! :12/#E%'2! :12/#E% (2+'! :12/#!#124\$#\$/);!2/4!\$!2!
-./429'/#2*(21#!)-!#&'!./0'1%\$#,J%!)3*\$:2#\$/!#)!#&'!(')(*'!)!-\$##!%#2# '6!"/!#&\$#!124\$#\$/);!
-2+.##,!(1)0\$4\$/:;!#&'!\$!(1)-'%%\$)/2*!'8('1#%'!-)!#&'! '3'/'-#)!-!#&'!./0'1%\$#,J%! '8# '1/2*!
+)/%#\$\$.'/+,;,-1'!)!-!+&21:;,\$!\$!\$4'/#-\$'4!2%Z(.3*\$+1%'10\$+'6[O&'!#124\$#\$/)!-!#&'!./0'1%\$#,!
\$#%'*-(1)0\$4'!#&2#1\$#%!-2+.##,!2%%.9'%!2!+)**:\$2*!)3*\$:2#\$/!-)!#&'!#'/# '1/2*!-./+#\$/;/:!)!-!
#&'!\$/%#\$\$.#\$/D)!%.+&'!%10\$+'!\$!\$4'/#-\$'4!2%Z./0'1%\$#,!% '10\$+'6[!!

To be considered in performance evaluations, public service activities must be related to the faculty member's university position. The proportion of workload assigned to formal administrative duties and to university, professional and public service is outlined in the annual workload statement.

72+&!\$/4\$0\$4.2*!-2+.##,!9'93'1J%!(1)(1#\$/2# '!'%()/%\$3\$#,\$!\$/!'10\$+'!%&2**3'!'1'-*'+# '4!\$/!2//.2*!5)1K*)24!2:1' '9'/#6!"/!-)19'.2#\$/:;!+\$'1\$2!-)!'! '02*.2#\$/);!(1)9)#\$/);!2/4!#'/.'1';!\$/4\$0\$4.2*!./%#%&). *4!\$/+* .4'!'829(*'!)!-%'10\$+'!2+#0\$#%'%12/4!9'2%.1'!-)!'! '02*.2#\$/)!2((1)(1\$2# '!)!#&2#!./#6!7--'+#0'/%'%\$!/(.3*\$+;./0'1%\$#,!2/4!(1)-'%%\$)/2*!'10\$+'!92,13'!4'9)/%#12# '4!#&1). :&! '6:6;12((1)(1\$2# '!'##'1%)!-)99'/42#\$/);!1'+)99'/42#\$/);!2/4E)1!2((1'+\$2#\$/);!+'1#\$-2#%'%12/4!25214%;!9'4\$2!(1%' /+'!2/4!)#&'!!(.3*\$+!9'2/%)!-!1'+):/\$#\$/!-)!'1% '10\$+'!'1' /4'1'46!!

B6! W.3*\$+!N'10\$+'!!

W.3*\$+1%'10\$+'!\$!#&'!2((*\$+2#\$/)!-!# '2+&\$/:;!1%'21+&;!2/4!)#&'!1!%&)*21*,!2/4!+1'2#0'!2+#0\$#,!#)!+)%#\$. '/+\$'%)!.#%\$4'!#&'!?' /0'1%\$#,!)!-!@*2K2!>2\$132/K%6!#!\$/+*.4'!2**!2+#0\$#%'%15&\$&! '8#'/4!#&'!-2+.##,!9'93'1J%!(1)-'%%\$)/2*;!2+24'9\$+;!1!*'24'1%&\$(!+)9(' #' /+'!#)!#&'%'!+)%#\$. '/+\$'%'!#'+2/!3'!\$/%#1.+#\$/2*;!+)**23)12#0'!;!)!+)%#2#0'!\$/!/2#.1'!2/4!\$!\$! '2*# '4!#)!#&'!-2+.##,!9'93'1J%14\$%+\$(*\$/'!)!#&'!1!(.3*\$+*,!'1'+):/\$Q'4'!8('1#\$%'6!W.3*\$+!'10\$+'!92,13'!%,%# '92#'+2+#0\$#,!#&2#!\$/0)*0'!(2//\$/:;!5\$#&!+*\$' /# '*!2/4!4'*\$0'1,!)!-!\$/-!)192#\$/)!/!2!+)%#\$/./:;! (1):12992#+\$!32%\$%6!# '1'92,12*%)!3'!\$/-!)192*;!\$/4\$0\$4.2*;! (1)-'%%\$)/2*!+)%#1\$3.#\$/)!#)!#&'!+)99./#\$#,!)1!#)!/ 'J%14\$%+\$(*\$/'!;!)1!)#&'!12+#0\$#%'!\$/!-1#&'12/+'!)!-!#&'!:)2*%!

! "#\$% '() * "+, ' - . + # / 0 1 , 2 \$ % & ' . 2 + & 4 ## . ' 5 " 6 &) * \$ ' 7 " . & 8 % & : ; ; & + \$ < + * => \$ 0 & ? " , + \$ " @ " " \$ 2 , - & A : 8 ; % & &

!

2 / 4 ! 9 \$ % % \$) / !) - ! # & ' ! . / \$ 0 ' 1 % \$ # , ! 2 / 4 ! \$ # % ! . / \$ # % 6 ! N . + & ! % ' 10 \$ + ' ! 9 2 , !) + + . 1 !) / ! 2 ! (' 1 \$) 4 \$ + !) ! * \$ 9 \$ # ' 4 R # ' 1 9 ! 3 2 % \$ % 6 ! ! 7 8 2 9 (* ' % ! \$ / + * . 4 ' ; ! 3 . # ! 2 1 ' ! /) # ! * \$ 9 \$ # ' 4 ! #) A ! !

!

- 26! W 1) 0 \$ 4 \$ / : ! \$ / -) 1 9 2 # \$) / ! % ' 10 \$ + ' % ! #) ! 2 4 . * # % !) ! ! ,) . # & 6 ! !
- 36! N ' 10 \$ + ' !) / !) 1 ! #) ! :) 0 ' 1 / 9 ' / # !) ! ! (. 3 * \$ + ! +) 9 9 \$ # # ' ' % 6 ! !
- +6! N ' 10 \$ + ' !) / ! 2 + + 1 ' 4 \$ # \$ / : ! 3) 4 \$ ' % 6 ! !
- 46! @ + # \$ 0 ' ! (2 1 # \$ + \$ (2 # \$) / ! \$ / ! (1) - ' % % \$) / 2 * !) 1 : 2 / \$ Q 2 # \$) / % 6 ! !
- '6! @ + # \$ 0 ' ! (2 1 # \$ + \$ (2 # \$) / ! \$ / ! 4 \$ % + \$ (* \$ / ' R) 1 \$ ' / # ' 4 ! % ' 10 \$ + ' !) 1 : 2 / \$ Q 2 # \$) / % 6 ! !
- 6! *Voluntary!+) / % . * # \$ / : ! in the faculty member's area of expertise consistent with the obligation for public service.!!*
- :6! W 1 \$ Q ' % ! 2 / 4 ! 2 5 2 1 4 % ! -) ! ! ' 8 + ' * * ' / + ' ! \$ / ! (. 3 * \$ + ! % ' 10 \$ + ' 6 !

!

M6! W1\$Q '%12/4!25214%!)1!'8+'**' /+'!\$/!./ \$O'1%\$#, !%'10\$+'6!
K6!!!"/O)\$+\$ / :;!#12/%-'11\$/ :!2/4!' +.1\$/ :!)!-./4%!-)1!#&'!?' /\$O'1%\$#, !-)1!+) /#12+#!5)1K!
S*23!-' '%;!) /% . *#2/#!5)1KC!2/4!\$/ #'***'+#.2*(1) ('1#, !-' '%!2/4!+) 9 9 '1+\$2*\$Q2#\$/!
- ' '%6!

!

G6! W1) - '%%\$) /2*!N'10\$+'!

W1) - '%%\$) /2*!'10\$+'!\$/+*.4 '%!2+#\$O\$#%'!1 '*2# '4!#)!(1) 9)#\$/ :!2!-2+ . *#, !9 '93 '1J%!
(1) - '%%\$) /!)1!% ('+\$2*\$Q2#\$/);!\$/+*.4\$/ :!'10\$+'!#)!(1) - '%%\$) /2*!2%)+\$2#\$/%12/4!
)1:2/\$Q2#\$/%6!7829 (*'%)!-%. +&!2+#\$O\$#, !\$/+*.4';!3. #!21'!/)#!*\$9 \$# '4!#)A!!!

!

26! 74\$#\$/ :!)1!1' - '1' '\$/ :!21#\$+*%'!1)!(1) ()%2*%!-)1!(1) - '%%\$) /2*!N) .1/2*%!1!
)1:2/\$Q2#\$/%6!
36! @+#\$O'!(21#\$+\$ (2#\$/!\$/!(1) - '%%\$) /2*!)1:2/\$Q2#\$/%6!!
+6! @+#\$O'!(21#\$+\$ (2#\$/!\$/!4\$%+\$ (*\$/ 'R)1\$/ #'4!'10\$+'!)1:2/\$Q2#\$/%6!!
46! I) 9 9 \$##' ' !+&2\$1!)1!)--\$+'!1) - (1) - '%%\$) /2*!)1:2/\$Q2#\$/%6!!
'6! P1:2/\$Q'1;!%'%%\$) /!)1:2/\$Q'1;!!)1)9)4'12#)1!-)1!(1) - '%%\$) /2*!'9 ' '#\$/ :%6!!
-6! N'10\$+'!) /!2!/2#\$/2*!)1!\$/ #'1/2#\$/2*!'1'0\$'5!(2/ '*)1!+) 9 9 \$##' '6!!

#

For Oceanography faculty, evidence of high-quality performance may include (1) evaluation letters from peers, administrators, or others with direct knowledge, (2) specific accomplishments as reported in the self-evaluation and/or activity reports, and (3) evidence of repeated

!
!