

Approved by COAS, August 1, 2024

*For promotion to Professor*, individuals must demonstrate taking leadership roles, for example, mentoring junior faculty, leading in course curriculum development/improvement, etc.

### B. Effectiveness as a researcher.

Faculty must develop an independent and productive research agenda at Lamar University and become recognized, reliable experts in their field, acknowledged by their colleagues and the scientific community. Tenure-track candidates are encouraged to pursue innovative topics and to carry out focused, in-depth studies which could serve as a bridge to obtaining external research grants.

Demonstration of research effectiveness at Lamar University as evidenced by the following presented in order of importance starting with the most important:

1. Publications and other forms of disseminated scientific information. Due to the nature of chemical research, there is no hard rule about numbers of publications, but it is generally expected that one regularly publishes the results of their work and that the names of student coworkers be included as co-authors. Faculty are advised, to the best of their ability, to avoid recognized 'predatory' publishers.
  - a. Publication

