By-Laws of the Department of Chemistry

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I. **Preamble**

1. **Mission of the Department**

   The Department of Chemistry (hereinafter referred to as “Department”) subscribes to UConn’s mission and core values. The specific mission of the Department is to create new knowledge in chemical disciplines and communicate their discoveries to their academic peers and to the general public, to provide education in chemical disciplines at undergraduate and graduate levels, and to develop innovative ideas and methods in its research and educational activities.

   We endorse the professional Code of Conduct and institutional Academic Responsibility standards.

2. **Purpose of the By-Laws**

   The members of the Department established these departmental By-Laws to codify the form of organization by which the affairs of the Department will be carried out and to clarify their responsibilities, mutual obligations, rights, and prerogatives.

   The Department endorses the principle of shared governance. The faculty shall be the policy-making body of the Department. Committees will represent the interests of the Faculty as a whole. The Head’s major decisions will be informed by discussions with all affected members of the Department, including faculty, students, and staff.

   These By-Laws shall conform to, or be superseded by, all superior Federal, State, Bargaining Unit, UConn, or CLAS Laws, By-Laws, Policies, or Procedures, including: UConn By-Laws, Provost’s Academic Policies, Policies Overseen by the Provost, CLAS College Policies and Guidelines.

3. **Procedures for Adopting the Department By-Laws**

   This by-laws document shall be adopted if approved by at least 2/3 of the votes cast by members of the Full Voting Faculty after discussion at a faculty meeting.

II. **Administrative Department Structure**

1. **Administrative Positions in the Department**

   1. The Dean will appoint the Department Head (Head) according to the CLAS Department Head Search policies and Article 15 of the AAUP contract.

      a. The Head is the chief administrative and executive officer of the Department and its spokesperson to the University administration and communities outside the University.

      b. The term of office of the Head is typically five years, and is renewable following a review. The review process is delineated in the CLAS Selection and Review of Department Heads policy and Article 15 of the AAUP contract.

      c. The duties and responsibilities of the Head are described in the CLAS’s Department Head Manual. The Head, through direct action or delegation, and in consultation with the appropriate faculty committees:

         o Oversees Storrs and Regional Campus faculty and teaching programs
o Formulates and implements policies and visions of the Department
o Is the principal financial officer that supervises all monies of the Department and formulates and manages the departmental budget
o Manages the main office operation
o Assigns the teaching and service responsibilities and schedules for all faculty
o Oversees all departmental hiring
o Directs all staff in administrative, teaching, technical, and research support facilities
o All staff reporting lines are decided by the Head (see Appendix A)
o Evaluates through direct action or delegation, all staff
o Oversees the implementation of all safety-related rules and regulations in the Department, as delineated primarily in the Chemical Hygiene Plan
o Resolves conflicts involving departmental students, staff, or faculty
o Determines the merit recommendation to the Dean for staff and faculty (see Section VII)

A representative list of tasks is included as Appendix B

2. The Associate Department Head is appointed by the Head
   a. Responsibilities as assigned by the Head
   b. Assists the Head in ongoing activities and new initiatives.
   c. Duties might be related to outreach, fund raising, department-industry partnerships, and public relations, and special events of the department.
   d. The Associate Department Head is ex officio member of the Advisory Committee and the Graduate Program Committees.

3. The Undergraduate Program Director is appointed by the Department Head
   a. Typical duties for the Undergraduate Program Director are the overall management of the academic aspects of the Department’s undergraduate program, in consultation with the Undergraduate Program Committee.
   b. The Undergraduate Program Director is typically an ex officio member of the PTR subcommittee evaluating the yearly ‘PTR’ report of the non-tenure track teaching faculty and the Advisory Committee.
   c. In close collaboration with the regional campus directors and/or the UConn Summer Program office, the Undergraduate Program Director organizes the departmental summer teaching schedule.

4. Regional Campus Liaison is appointed by the Department Head
   a. The Regional Campus Liaison is the liaison of the Department, Head, and the departmental committees to the departmental faculty and administration at the regional UConn campuses
   b. The Regional Campus Liaison is typically an ex officio member of the hiring committees for regional campus faculty.

5. In consultation with the Advisory Committee, the Head may appoint additional positions with specified tasks and terms.

2. Membership of the Faculty of the Department

Unless stated otherwise, all faculty holding full-time (9-month) academic appointments primarily in the Department (including the regional campuses) at all ranks shall be voting members of the faculty of the Department, when appropriate.
3. Meetings of the Department Faculty

1. The department head will schedule regular (typically monthly) Faculty Meetings during each academic year held at a day/time allowing as many of the faculty members to attend as is possible. Dates for the entire AY are circulated before the beginning of the Fall semester.

2. Privilege of attendance and of the floor at regular Faculty Meetings shall be extended to all members of the faculty of the Department.

3. Joint faculty, Research, Visiting and part-time (Adjunct) faculty members, etc. are welcome to attend faculty meetings but do not have voting rights.

4. The Head shall publish an agenda for each regular Faculty Meeting at least 24h in advance.

5. The Head, or designee, shall preside at each Faculty Meeting.

6. The Head should inform the Faculty about all important updates and developments that affect them.

7. The Head shall provide an opportunity for reports of all departmental standing committees and from the Department’s representatives college and university-wide committees.

8. Guests may be invited to Faculty Meetings by the Head or by a member of the Department faculty with concurrence of the Head.

9. Special Faculty Meetings for stated purposes may be called by the Head or shall be called by the Head upon the request of four members of the Advisory Committee, or the request of 30% of the Department faculty. Typically, 7+ days’ notice is required.

10. All votes on motions or committee selections are to be performed electronically, with an e-mail invite to the ballot going to all eligible members, with the ballots typically open for 7+ days.

11. Motions on procedural measures can be affirmed by a simple majority of those present at the faculty meeting.

12. Regular meeting opportunities for all regional campus members of the Department to discuss matters most closely related to their interests shall be provided.

III. Faculty

1. Divisions

1. The Department of Chemistry is organized into seven teaching units called Divisions. These seven divisions – Analytical, Biological, Environmental, Inorganic, Organic, Polymer, and Physical Chemistry Divisions – represent a coherent teaching and research specialization in chemistry. In addition, a General Chemistry Division is formed uniting all faculty teaching general chemistry classes.

2. A division is an educational unit responsible for organizing and delivering specialized teaching programs in that unit of specialization, including a determination of the divisional training requirements that lead to a PhD degree in Chemistry.

3. Faculty members may join one or more divisions of their choice. Those that qualify as voting faculty also qualify as voting faculty in their chosen division(s).

4. A Division Chair of each division is elected by the Division for one-year terms. Division Chairs will not serve more than two consecutive terms.
5. The Division Chair chairs the meetings of the division and sets the meeting agenda, with input from the division faculty.

6. Any faculty and staff member of the Department may make proposals to the Divisions in writing/e-mail to the Chair of the Division. Such proposals will normally be given consideration within 21 days.

7. The divisional guidelines developed are subject to departmental/University guidelines and are published in the on-line Student Handbook.

8. The Division Chair works with the faculty in the division to suggest division faculty teaching assignments for the upcoming academic year(s) to the Head.

2. Junior Faculty

1. Mentoring Committees for pre-tenure faculty are chosen along the policy document Appendix C.

3. Joint Appointments to the Department of Chemistry

1. Any individual faculty member or Division can propose an individual to be recommended as a Research Professor or Joint Faculty Appointee to the Department.

2. The requirements, rights, and process for the appointment and evaluation of Joint Faculty is governed by the PTR committee along the policies outlined in Appendix D.

3. Gratis Faculty Positions (Research Professorships) may be appointed by the Head for a 5-year term; their appointment will also be evaluated in 5-year intervals by the PTR committee, with a recommendation for renewal.

IV. Committees

1. Many executive functions carried out by the Head are on recommendations from departmental committees, as appropriate.

2. Service on departmental committees is a normal part of each faculty member duties.

3. Unless otherwise stated, committee members and chairs are appointed annually by the Head.

4. Unless otherwise stated, all committee members serve in a voting capacity.

5. Unless otherwise stated, all committees will establish their own procedures, provided that the following conditions are met:
   a. Committee meetings are held only with a majority of the voting committee members present.
   b. The agenda for each meeting will be determined by the committee chair in consultation with members.
   c. Members of the department concerned with a given matter should be afforded an opportunity to present their views.
   d. Any faculty and staff member of the Department may make proposals to any committee in writing/e-mail to the committee chair. Such proposals shall be given consideration within 21 days.
   e. Committees may receive and consider proposals from undergraduate/graduate students, as appropriate.
f. Some committees may also include student representation. During discussion involving evaluation of students or faculty members, the student representatives will be excused.
g. All decisions made by any committee will be communicated to the faculty as a whole.

The departmental standing committees are:

1. **Advisory Committee to the Head**
   1. Will be composed of three members chosen by a vote of entire faculty plus an additional three members appointed by the Head to strive toward even representation of all faculty.
   2. Advises the Head on matters of departmental policies and operations.
   3. Advises the Head on discretionary expenditures exceeding $5,000.

2. **Promotion, Tenure, Reappointment (PTR) Committee**
   1. The PTR Committee consists of six full professors who are elected by vote by the entire faculty to serve a three-year, staggered term: Two new members are elected each year to replace the two who rotate off. Once a member rotates off, they cannot be selected for at least the following year.
   2. In case of someone needing to be replaced on the PTR Committee (retirement, sabbatical, etc.), the third highest vote getter will be on the committee for the same duration as the person they are replacing or they need to be replaced.
   3. The PTR Committee advises the Head in all cases involving promotion, tenure, and reappointment, defines/curates departmental PTR standards, and executes external and internal PTR reviews. See Appendix E for the departmental PTR Procedures.
   4. Departmental standards used for promotion to Associate Professor with Tenure, see Appendix F.
   5. Departmental standards used for promotion to (Full) Professor, see Appendix G.

3. **Non-tenure Track Faculty Evaluation Committee**
   1. A PTR sub-committee is formed to evaluate yearly all 3rd year and beyond non-tenure track reappointments at Storrs and the regional campuses and makes recommendations to the Department Head for reappointment or promotion.
   2. The committee will be comprised of five members appointed on an annual basis:
      a. One member from the branch campuses of any rank and with greater than six years experience at UConn, elected by the faculty of the UConn Branches.
      b. One member from the non-tenure track faculty from the Storrs campus, elected by non-tenure track Storrs faculty.
      c. Three members appointed by the Department Head drawn from the chemistry department faculty from all the campuses and can include assistant, associate and full professors.
   3. Departmental standards for the reappointment and promotion of non-tenure track faculty is included as Appendix H.
   4. All 2nd year reappointments are at the discretion of the Head.
5. In the event of non-renewal of a term appointment, the affected faculty member shall receive from the Head a written statement of the decision not to renew.

4. Safety Committee

1. Next to the appointed faculty members, staff and graduate students may be part of this committee.
2. Manages workplace safety compliance (e.g. reviews accident reports, assesses safety protocols).
3. Organizes yearly safety instructions (at a minimum the safety instruction for all graduate students at the end of the summer orientation period)
4. The organization or advisement of other (student-led) training initiatives is desirable.

5. Seminar Committee

1. Traditionally, pre-tenure faculty are part (or all) of this committee.
2. This Committee solicits, collects and approves seminar speaker requests, coordinates seminar schedule, publishes the seminar schedule at the latest by the 1st week of the semester.
3. Administers the CHEM 5310 course according to standards coordinated with the Graduate Program Committee.

6. IT Committee

1. Determines chemistry.uconn.edu on-line contents and other online resources.
2. Coordinates the on-line contents and physical implementation of departmental website(s) (with help from office staff members).
3. Assesses requests for department software purchases involving department-wide licenses.
4. Assesses requests for non-standard/major departmental computing hardware purchases.

7. Graduate Admissions Committee

1. Refines graduate admissions criteria.
2. Recruits annual cohort of new graduate students, evaluates and ranks the applicants, and makes admission recommendations to the Head.
3. Participates in graduate student orientation organization and events.
4. Liaises with the Graduate School.

8. Graduate Program Committee

1. Evaluates and refines graduate program and graduate student training.
2. Tracks student progress and adherence to the general graduate program time line (see Appendix I).
3. Evaluates the SETs of Teaching Assistants in a timely manner; makes recommendations to the Head for either disciplinary action or commendations.
4. Participates in disciplinary actions (conversations with the student, etc.).
5. Selects candidates for graduate awards and scholarships.
6. Graduate students will be consulted (through, for instance, the GSAC) on matters involving the graduate program, as appropriate.

9. Undergraduate Committee

1. The Undergraduate Program Director is a voting, ex officio member, and its Chair.
2. The Undergraduate Program Administrator is a non-voting, ex officio member of this committee.
3. Members advise second-semester sophomore-, junior-, and senior-level undergraduate chemistry majors.
4. Defines and assesses the undergraduate program curriculum; evaluates new course requests and prepares them for presentation to the CLAS CCC.
5. Selects candidates for undergraduate awards and scholarships.
6. Prepares the ACS accreditation review.
7. Organizes undergraduate student recruitment activities (representation at Open House events, etc.).
8. Undergraduates may be consulted (through the ChemClub, for example) on matters involving the undergraduate program.

10. Graduate Student Advisory Committee (GSAC)

1. A Graduate Student Advisory Committee (GSAC) is formed to increase graduate student participation, provide direct feedback to the Head of concern or of interest to the graduate students, and to build a stronger community spirit among the graduate students.
2. The graduate student body is asked to elect 5 students from each of the last 5 years of graduate admission. The Head will then appoint 4 additional students to balance the committee by discipline, gender, origin, etc. to assure as much equitable representation of all graduate students as possible.
3. The Head, or designate, attends GSAC meetings upon request.

11. Search Committees

1. Search Committee dedicated to specific searches (faculty or staff) are appointed by the Head.
2. The search, selection, term, and reappointment criteria and processes for the two named Professorsips in in Chemistry (the Olga Krenicki Chair in the Department of Chemistry and the Harold S. Schwenk Distinguished Chair in Chemistry) are delineated in Appendixes L and M, respectively.
3. Priorities for all new faculty recruitment shall be discussed at a Faculty Meeting with input from all interest groups within the Department.
4. Application requirements commensurate with applicable HR/OIR policies are set by the Search Committee.
5. A recommendation as to the applicants to be invited to visit the Department for on-site interviews, if desired, is forwarded to the Head.
6. Hiring recommendations for new faculty are made by the Search Committee to the Head after all faculty were given a chance for input.

7. Before appointments to the Chemistry faculty through Institute hires etc. are made, faculty will get a chance for input.

12. Ad Hoc Committees

Include, but not limited to: Searches for both tenure and non-tenure track positions, administrative and technical staff, space or programmatic issues.

V. Instructional Matters

The Department shall follow University policies regarding grade appeals (Link). Complaints from undergraduate students shall be handled by the Undergraduate Program Director, the Chair of the Graduate Program Committee, or the Head, as appropriate.

VI. Faculty Workloads

1. Workloads for Tenure-Track (TT) Faculty are defined in Appendix XX.
2. Workloads for Non-Tenure-Track (NTT) Faculty are defined in Appendix XX.

VII. Merit

1. The Head determines the merit recommendation to the Dean for departmental faculty.
2. This policy shall be affirmed via email ballot of the full voting faculty each year at the beginning of the evaluation period.
3. Merit criteria for tenured/tenure-track and non-tenure-track faculty are governed by separate policy documents, see Appendices J and K, respectively.
4. The Head determines the merit recommendation to the Dean for departmental staff. Merit criteria for all staff are regulated by AAUP or UCPEA statutes.

VIII. Grievance Procedures

The Department follows the grievance procedures described in the AAUP contract and UConn’s By-Laws.

IX. Amendment of the By-Laws:

1. Any proposal to amend these By-Laws must be:
   a. Placed on the agenda of a Department faculty meeting.
   b. After discussion at a department meeting, the proposal, incorporating any revisions, must be circulated among the Full Voting Faculty.
   c. The proposed revision shall then be subject to an electronic ballot for all members of the voting Faculty (open for 7+ days) and be implemented only if it is approved by at least 2/3 of the votes cast.
2. This By-Laws document contains references to documents included as Appendices, pertaining to committees, policies, and procedures, some of which are voted upon separately. Revisions of all such policy documents that are not the prerogative of the Head shall be done as follows:

a. Placed on the agenda of a Department faculty meeting.

b. After discussion at a department meeting, the proposal, incorporating any revisions, must be circulated among the Full Voting Faculty.

c. The revision/proposal shall then be subject to an electronic ballot for all members of the voting Faculty (open for 7+ days) and be implemented only if it is approved by at least 50% of the votes cast.

d. The revisions/proposals affecting tenure-track (TT) faculty only shall be subject to an electronic ballot for all tenure-track members of the Faculty (open for 7+ days) and be implemented only if it is approved by at least 50% of the votes cast.

e. The revisions/proposals affecting non-tenure-track (NTT) faculty only shall be subject to an electronic ballot for all non-tenure-track members of the Faculty (open for 7+ days) and be implemented only if it is approved by at least 50% of the votes cast.
Appendix A: Departmental Organization Scheme

Department of Chemistry
Organizational Chart 2021
Appendix B: Representative Tasks of the Department Head (inspired by the CLAS Guide for Incoming Department Heads):

University and College Activities

- Represent the Department within the University
- Attend & participate in monthly CLAS Department Heads Meetings and the Provosts’s Meeting with Department Heads
- Translate the CLAS and UConn goals & policies to the Department
- Advocate for the Department with the Dean’s Office
- Establish cooperative initiatives with other units—academic departments, Schools, Centers and Institutes, and support offices
- Serve on University/College committees
- Prepare annual reports, strategic plans, periodic self-studies, accreditations, and other documents as requested
- Maintain ties with alumni and potential donors and work with the CLAS Dean’s Office and the UConn Foundation to generate donations and steward donors

Academic Leadership

- Oversee Storrs faculty and teaching programs
- Oversee Regional Campus faculty and teaching programs
- Model and uphold ethical, civil and productive relationships among the faculty, staff, and students in the department
- Initiates the departmental PTR process (see details above and in Appendix) and makes promotion, tenure and reappointment recommendations to the Dean
- Make salary increase recommendations to the Dean
- Make merit recommendations to the Dean
- Make faculty hiring decisions
- Mentor junior faculty; acclimate newly hired faculty
- Establish professional development programs for all faculty
- Act as liaison with units that support the teaching and research mission
- Promote diversity
- Make service assignments
- Nominate faculty to Department, College, and University committees
- Nominate faculty members for awards/honors and encourage them to apply for external awards/honors
- Organize and host social and external public relations events for the Department
- Encourage and facilitate external research funding

Planning

- Assess the future direction, range, and mix of Department subfields
- Develop and implement departmental long-term visions, plans, and goals
- Plan resource distribution and faculty hiring according to field changes and strategic plans
- Enhance the Department’s image and reputation
- Strive to align the Department’s goals with those of CLAS/UConn (Academic Plans)

Curriculum and Courses

- Make teaching assignments/develop course schedules in concert with the scheduling office
• Project class seat availability and initiate solutions to shortages in coordination with the CLAS Dean’s Office
• Manage and assess the Department’s undergraduate and graduate programs
• Respond to student complaints appropriately
• Adjudicate the grade appeal process and oversee cases involving alleged academic misconduct
• Work with faculty and administration to award and honor students
• Participate in undergraduate/graduate student recruitment activities
• Collaborate with students’ organizations

Space
• Assign work (office and laboratory) space within the Department, and ensure that space is used productively and safely
• Oversee facilities and departmental equipment
• Represent the Department in any University building/design effort
• Address space problems with the Dean

Administration
• Hire and supervise staff: provide annual evaluations and merit recommendations; foster the growth and development of staff; discipline staff, if required
• Maintain proper personnel, academic, and financial records
• Oversee finances: CLAS and university funds, sponsored programs, and UConn Foundation funds
• Manage and distribute resources; develop budgets and additional resource requests; oversee grant development and management
• Safety
• Labor Laws
Appendix C: Mentoring Committee Policy for Pre-Tenure Faculty  
(as per Motion approved on 12/11/03)

Establishment of Tenure-track Mentoring Committee.
Before the end of their first year of appointment in the Chemistry Department, each newly hired tenure track assistant professor will choose three faculty from the University community to serve on their personal mentoring committee. The names of the members of each committee will be communicated to the Department head before the end of the first year of employment. The chairperson of each committee will be a member of the Chemistry Department and will arrange for the mentoring committee to meet with the assistant professor twice a year to discuss and advise on progress towards tenure and promotion.
Appendix D: Departmental Policy for the Appointment & Evaluation of Joint Faculty

(as per Motion approved on 04/03/12)

Joint Appointments to the Department of Chemistry

The department of chemistry recognizes the value of having colleagues in other departments formalize natural alliances with the chemistry department via joint appointments. These appointments are expected to be mutually beneficial to both the appointee and the department, enhancing the reputation of each and supplementing the resources of both. The Department has established requirements and procedures for joint appointments in Chemistry.

Requirements:

- The appointee must be a member of the graduate faculty
- The appointee must be a tenure track faculty member

Procedures:

- The candidate will submit a CV and a letter of intent to the Chemistry Department Head outlining the motivation for seeking the joint appointment and how the candidate and the department will benefit. It would be helpful if the candidate delineates how they intend to participate in the department. (See below for sample means of participation.)
- The candidate will also fill out the required form from the CLAS Dean’s office.
- Candidates will be invited to give a departmental seminar and to meet with individual departmental faculty.
- As part of departmental policies, the PTR committee will review the application, seek general faculty input, and make a recommendation to the Department Head.

For maximum benefit to the joint appointee and to the department, we encourage joint appointees to participate actively in the department. Examples of material participation would include:

- Teaching or jointly teaching a course in the chemistry department
- Having joint grants with departmental faculty
- Submitting joint grant proposals with departmental faculty
- Participating in graduate student recruitment
- Serving on departmental committees (including graduate students’ advisory committees)
- Organizing/co-organizing events involving the Chemistry Department
- Carrying out collaborative research that leads to joint publications with departmental faculty

It is expected that the joint appointee will acknowledge his/her affiliation with the Chemistry Department in publications, proposals, conference proceedings, etc.

Please note:

1. Joint appointments are reviewed every five years, both at the departmental and Dean’s levels. Joint appointees are required to complete and submit by August 31 of every year the attached form summarizing activity related to the chemistry department. At the end of each five-year term, the joint appointee must express his/her interest in continuing the joint appointment in chemistry.

2. Departmental policy permits a joint appointee to be a major advisor to no more than two chemistry graduate students at a time. The major advisor will arrange for support of such students after the first semester.
JOINT APPOINTMENT TO THE DEPARTMENT OF CHEMISTRY – ANNUAL REPORT FORM

1. Name of the joint appointee:

2. Home department:

3. Year joint appointment to the chemistry department began:

4. Academic year of this report:

5. Date this report is submitted:

6. Summarize your participation with the chemistry department, which may include one of more of the following activities:
   - Teaching or jointly teaching a course in the chemistry department
   - Having joint grants with departmental faculty
   - Submitting joint grant proposals with departmental faculty
   - Participating in graduate student recruitment
   - Serving on departmental committees (including graduate students’ advisory committees)
   - Organizing/co-organizing events involving the Chemistry Department
   - Carrying out collaborative research that leads to joint publications with departmental faculty

7. Are you currently the major advisor of any graduate student(s) from the Chemistry Department?
   □ Yes  □ No
   If yes, name of student(s):

8. List your publications from this academic year in which your affiliation with the Chemistry Department is indicated. Also, attach a pdf file of the publication.
   List of publications:
Appendix E: Departmental PTR Procedure

(Version Summer 2014)

I. General Process

When and how is the department’s PTR procedures document shared with candidates?

Department does not have a separate PTR procedures document. Candidates seeking tenure or promotion directed to the Provost’s website in late May each year, and candidates for reappointment directed there in late June.

What is the department’s PTR timeline?

The department uses the timeline from the Provost’s website and deadlines set by CLAS to develop a timeline for the Departmental process. The general milestones with approximate dates are:

- **May**: Two new PTR Committee members selected by vote of tenure track faculty
- **Middle of May**: E-mail sent to faculty by Department Head (DH), asking that those who wish to go up for tenure/promotion notify DH by end of month (those who are required to go up for tenure do not have to let DH know).
- **End of May/Early June**: PTR Committee meets to elect chair
- **Early June**: All going up for tenure/promotion are contacted by Head of PTR committee to submit their dossier/external names by the end of June/early July
- **End of June**: Untenured faculty eligible for reappointment contacted by PTR Committee to submit their dossiers by end of July
- **Early to mid-July through end of July**: External referees are solicited for their willingness to submit evaluations
- **End of August/early September**: External evaluations are set to come in and committee begins meeting regularly, as needed. In cases of joint appointments, solicitation for input sent to relevant Institute/Center Directors.
- **Mid-September**: Note goes to all faculty offering them opportunity to provide written comments or to meet with the committee with regards to any of the candidates for reappointment/tenure/promotion (meeting with committee is also option for any candidate for reappointment/tenure/promotion)
- **“Sept. 20-24**: PTR Committee shares votes and written comments for all candidates (including those for reappointment) with DH (policy with regard to substantial negative findings is below; in these cases final votes are not given to the DH until after procedures outlined there are complete)
- **Towards end of September**: DH informs candidates of view and provides candidate opportunity to meet. DH discusses recommendation with PTR committee. Final recommendations of both DH and Committee shared with candidate.
- **Early October**: Written documentation sent to Dean’s office
In cases of tenure and promotion, who creates the list of letters for the department? How many letters are solicited?

- The PTR Committee and candidate are instructed that external letters from thesis advisors, postdoctoral mentors, and close collaborators forbidden. Both Committee and candidate are instructed that previous letter writers can be solicited.
- DH, in conjunction with chair of PTR committee, asks each candidate for tenure/promotion to submit list of at least 10 individuals as potential reviewers. For promotion to Full Professor, candidate asked to include 3-5 reviewers from outside US.
- PTR committee assembles another list of 8-12 reviewers for each candidate. This list will not include any reviewers proposed by the candidate.
- Chair of PTR committee contacts 5-10 individuals from candidate’s list and 5-10 from committee list by email and/or by phone with goal of obtaining a minimum of 2-4 reviewers from each list.
- Additional potential reviewers contacted if goal not met. Normally, a CV and executive summary sent as part of solicitation process.
- Once a reviewer has accepted the invitation, the total PTR package for that candidate is sent electronically or by mail, as requested by the reviewer, with a suggested return date that is determined by the timeline for submission of the final recommendation to the DH.
- Each reviewer asked to send letter to DH for distribution to PTR Committee.

How does the department head solicit input from regional campus directors?
Chemistry does not have any regional campus faculty who do not have tenure. The department is currently working out a policy for reappointments for APiRs/lecturers at regional campuses.

How are Institute Directors involved in the department's PTR process in cases involving joint appointments? Is the MOU honored?
Chair of PTR committee asks relevant Institute/Center Directors to provide written evaluation of candidate or to meet with Committee (their choice). MOU is provided to Committee where one is in place.

II. PTR Committee
Who is eligible to serve on the committee?
All full professors in the Department of Chemistry

How is the PTR committee selected?
The PTR Committee consists of six full professors elected to serve a three-year, staggered term. Two new members are elected each year to replace two who rotate off. Once a member rotates off, they cannot be selected for at least the following year. All tenure track faculty of the Department are eligible to vote by secret ballot for members of PTR Committee. The ballot consists of all full professors who are not currently serving on the Committee. The two individuals who receive the most votes are appointed to the PTR Committee. If an elected member cannot serve for full year, for any reason, the individual who has received third highest number of votes will serve for that year.
How is its chair selected?
All six members of the PTR committee meet and vote to elect the chair. In a typical year, the chair is elected from one of the two individuals who are in their third year of the three-year term, although this is not a requirement.

What procedures does the department have in place to address potential conflicts of interests between candidates and PTR committee members (e.g. co-authors, co-PI’s)?
Any members with a conflict of interest must recuse themselves from any discussions and do not vote on the final disposition of the candidate.

III. Committee procedures

What information does the committee consider?
The PTR file provided by the candidate, outside letters of recommendation, letters from Institute/Center Directors, input from Departmental faculty (including lecturers should they desire).

Do all candidates meet with the committee?
All candidates are offered the opportunity to meet with the committee. After a preliminary vote, these results are conveyed to the candidate by the DH. At that time, the candidate is given the opportunity to meet with the committee to discuss issues of his/her concern to the committee, and/or to present additional information for consideration.

What is the procedure for identifying "substantive negative findings" and raising them with the candidate?
Substantive negative findings relating to the items considered by the PTR committee are transmitted to the Department Head in a draft letter. If the candidate asks to meet with the committee, those items are elaborated and the candidate is given the opportunity to discuss/rebut these items and present additional information for consideration by the PTR Committee before a final vote is taken.

What is the procedure for voting on each PTR recommendation (e.g., PTR committee only, entire tenured faculty, secret ballot, etc.)?
After consideration of all information, the Committee takes a preliminary vote and those results are conveyed to the DH. The candidate is offered the opportunity to meet with the committee to discuss all findings. In these cases the entire faculty is offered to either meet with the committee or communicate in writing to the PTR committee to present information related to each candidate. Specifically, in the case of any non-unanimous preliminary vote by the PTR committee, a general meeting is advertised to faculty at a rank higher than the candidate to present information and discuss the candidate’s eligibility for tenure and/or promotion, but the PTR committee does not participate in the discussion or discuss their findings, and rather evaluates the information as fact finders. The PTR committee will meet afterwards to take a final vote, which is then transmitted to the DH in written form. The votes are not normally secret except in cases although the Committee Chair can use this option at this discretion.

How are dissenting opinions recorded and reported?
When the PTR committee records a mixed vote, the final written report contains discussion of both positive findings and negative findings. In both cases, the positive and negative attributes are enumerated and justification is provided. For tenure/promotion cases, if the Committee vote is split, the
minority opinion will be included as a separate portion of the Committee letter, allowing specific delineation of a minority opinion case.

**When and how is the PTR committee’s recommendation report shared with the DH?**

The results of a preliminary vote are shared with the DH. After the final deliberation of the PTR committee, a written evaluation, containing the final vote, is prepared by the entire PTR committee, signed by the chair of the committee and formally transmitted to the Department Head.

**When and how is it shared with the candidate?**

The DH shares this with the candidate as soon as possible after receiving the decision of the PTR Committee so that the procedures outlined above can commence.

**When and how is the department head’s recommendation shared with the candidate?**

Once the DH has received the Committee’s final recommendation, she/he evaluates and candidate and lets her/him know the final PTR Committee recommendation and what his/her recommendation is at that point (allowing for meeting with the candidate in cases of substantive negative findings.

**Other notes:**

- The candidate is made aware that access to his/her complete, un-redacted file is always available. All documents considered by the PTR committee are part of the file.
- In cases where the DH has a conflict of interest with a candidate (based on collaboration), the DH will provide written documentation of the nature of the conflict to the Dean/Associate Dean for Physical Sciences and the PTR committee so that appropriate action can be taken.
- The department does not seek outside letters for third year reviews.

Note added May 2019 (cb): The timeline may be adjusted as the Dean’s and Provost’s time lines change.
Appendix F: Dept. Standards for Promotion to Associate Professor with Tenure

Guidelines for Promotion to Associate Professor with Tenure in the UConn Department of Chemistry

The primary criteria for promotion to associate professor with tenure are a demonstration of excellence in research, teaching, and service. A major emphasis is given to the trajectory of the research accomplishments, and it is imperative that the candidate should have made contributions that have had an impact in their field.

Research: The candidate should have achieved recognition in their field comparable with newly promoted associate professors at peer institutions. In general, quality is more important than quantity, although the quantity must be sufficient to show a significant level of scholarly productivity. This assessment is made by a review of the candidate’s peer-reviewed and non-peer-reviewed publications, invited published commentaries or perspectives, invited conference presentations, and any research-related awards. The scholarship of the candidate will also be assessed in part through written evaluations from outside reviewers.

Since research funds are necessary, the level of research funding should be commensurate with the area of the candidate’s research. The candidate must have a record of multiple-year funding and adequate grant funds at the time of application to enable the continuation of their research program.

The Chemistry Department supports interdisciplinary and collaborative scholarship, and assistant professors are encouraged to pursue their scholarly interests in collaboration with other scientists both at UConn and elsewhere in academia or industry. However, it is expected that the candidate’s contribution should be original and significant.

Teaching: For promotion to associate professor, evidence of excellence in teaching and mentoring is expected. Teaching quality is assessed based on a number of factors. Reliable evidence can come from peer assessments, demonstration of students’ learning achievements, utilization of novel teaching methods, inspection of syllabi and class materials, student ratings from classes taught, and teaching awards and honors. As with other assessments, no single factor is sufficient, and the assessment involves an analysis of multiple factors, as appropriate.

Service: The candidate should have established a promising track record of service. Service may include participation at an appropriate level on departmental committees, review assignments for journals and federal, state, or other funding agencies (e.g., NIH, NSF, DOE, USDA, etc.), and contributions to appropriate professional organizations (such as the American Chemical Society, etc.). Service may also include outreach to broaden participation in chemistry (or STEM in general) for individuals from traditionally underrepresented groups, activities involving K-12 students and teachers, and/or the development of activities that communicate the value and impact of chemistry to the general public.

–END–

* Page 1
Appendix G: Departmental Standards for Promotion to (Full) Professor

Department of Chemistry

Date: April, 2018 – Approved by ballot
Re: Guidelines for Promotion to Full Professor in the Department of Chemistry at UConn

The primary criteria for promotion to full professor are based on a high level of achievement in research, teaching, and service as expected in a R1 Research University. A major emphasis is given to the research accomplishments, and it is imperative that the candidate has made important contributions that have had a significant impact in his/her field. The complete body of work (both pre-tenure and post-tenure) should be examined to evaluate whether he or she will continue to produce high quality research at an appropriate output.

Scholarship: The candidate for full professor should have achieved recognition as an expert in his or her field at a national and international level. This work should be comparable in significance and impact to the work of newly promoted full professors at chemistry departments of peer and aspirant institutions working in similar fields. In general, quality is more important than quantity, although the quantity must be sufficient to show a significant level of scholarly productivity and impact. This assessment is done by examining the impact of the candidate’s peer-reviewed publications, as well as non-peer-reviewed book chapters, invited published commentaries, or perspectives. Additional factors may include invited conference presentations (e.g., plenary lectures), invitations to departmental seminars, receipt of research-related awards, patents, etc. Major services on review panels (e.g., NIH, NSF, DOE, USDA, etc.), to learned societies, or journal editorships etc. may also be considered as evidence of scholarship. The scholarship of the candidate will also be assessed through the evaluations from outside reviewers. Since research funds are necessary in most areas of chemistry, the level of research funding should be commensurate with the area of the candidate’s research. The candidate must have adequate grant funds at the time of application that would enable him/her continue the research program at the established level. The Chemistry Department supports interdisciplinary and collaborative scholarship. For candidates who collaborate extensively with other scientists, it is expected that the candidate’s contributions are original and significant.

Teaching: For promotion to full professor, evidence of excellence in teaching and mentoring of graduate students or postdoctoral fellows is expected. An assessment of teaching excellence involves an analysis of multiple factors, as appropriate, including peer assessments, demonstration of students’ learning achievements, utilization of novel teaching methods, inspection of syllabi and class materials, student ratings from classes taught, and teaching awards and honors.

Service: Candidates for full professor also have special responsibilities for mentoring junior faculty and for leadership in service and governance on the departmental, college, and university levels. Reviewing activities for journals and various federal, state, and private grant agencies, service on review panels, or service to learned societies (as, e.g., officers or organizers of meetings, or journal editorships), or consulting activities to private or public entities on a regular basis are also expected.

Time: After service here or elsewhere as an associate professor of at least five years, except when there is clear evidence of the candidate’s superior achievement as compared with other associate professors.

–END–
Appendix H: Departmental Standards for the Reappointment and Promotion of Non-Tenure Track Faculty

(Currently in Preparation)
Appendix I: Suggested Departmental Graduate Program Time Line

UCONN CHEMISTRY PROGRAM CHECKLIST

YEAR 1 & 2
Complete three semesters of CHEM 5310
- Pass proficiency exam Q: take CHEM:
  - analytical = 5336, 5337, or 5338
  - inorganic = 5324
  - organic = 5343 or 5343
  - physical = 5390

FIRST YEAR
SEMESTER 1: Choose a major advisor
- Email in CHEM 5380.1 credit seminar for faculty research presentation.
- Submit current CBE if student enters PhD with an M.S. in a related field.
- Submit Prospectus form to instructor.
- Submit Change of Major Admission form

SEMESTER 2: Choose an advisory committee
- Submit names of associate advisors with plan of study
- Advisory Committee Pre-Advisory

YEAR 2 & 3
Complete divisional course requirements

SECOND YEAR
Submit plan of study to the Graduate School

YEAR 3
EXAMINATION
The General Examination must be completed within five years of the beginning of doctoral study or within four years if the student entered the Ph.D. program with a master's degree in the same field.
The oral general exam must be announced in the Chemistry Department Weekly Newsletter.

Complete the written general exam
- Pre-Examination
  - Plan of Study approved by Graduate School
  - Required permission to take general exam from advisory committee
  - Submit oral general exam details to newsletter

Prepare dissertation prospectus and submit to the Graduate School
- "Dissertation Prospectus and research proposal submitted to the Graduate School at least 6 months before the final defense
- Give a departmental research presentation

YEAR 3 & 4
Prepare dissertation

YEAR 4+
FINAL DEFENSE
For a complete checklist of required steps visit:
WWW.GRAD.UCONN.EDU/CURRENTSTUDENTS/DOCTORAL-DEGREE-PROGRAM/DISSERTATION-INFORMATION

Apply for graduation
- Announce final defense of dissertation
  - On the Graduate School website
  - In the Chemistry Department weekly newsletter

Defend dissertation & obtain signatures of advisory committee
- Submit dissertation to Graduate School

CHEMISTRY.UCONN.EDU/GRADUATE/PHD-PROGRAM.HTML
Appendix J: Departmental Merit Criteria/Form for Tenure-Track/Tenured Faculty

Revised version 11-20-2020

Enter your name.

Merit Documentation for Evaluation Period: July 1, 20xx to July 30, 20xx

INSTRUCTIONS

Copy/type the requested info into the form fields.
Provide as much details needed in the shortest form possible.
I will not hunt for missing information.
I will use the [ ], please ignore.

This form is for merit only, and does not replace the reporting requirement in HuskyDM.

Once completed, save and send as a Word document to me, cc Emilie.

Thanks, Christian

Merit Point System for Tenure-Track/Tenured Faculty

- Merit is awarded for meritorious professional activities, i.e., activities that are likely to increase the Department’s standing in the rankings among our peer and aspirant institutions or if intramural activities exceeded in quantity or quality the heuristic standards of the Department.
- Data are, except for expenditures, patent information, and SETs, self-reported in writing by a given deadline in a document that is organized as per the metric system below used for the evaluation.
- Salary compression/inequity issues are not to be corrected through departmental merit (but can be included in Head’s recommendation to the Dean for the Dean’s/Provost’s merit).
- The merit pool coming to the Department will be split into two separate pools (for tenure-track/tenured and teaching-only faculty) based on the fraction each group contributed to the pool (data from Dean’s office); individual merit criteria for both pools will be applied.
- The point maxima are per AY evaluation period.

OVERALL WEIGHTING: Scholarship (50%), Teaching (20%), Service (20%), Discretionary (10%)
I. Scholarship

a. Journal Publications (final publications with page numbers assigned within the evaluation period)
   
   Note: Ranking as per listing for the top, second, and third tier journals suggested by the divisions: Journal List. IF may serve as only secondary criteria for the second/third tiers.
   
   i. Top Tier: Highest IF journals, including review journals (16 pts)
   
      Click or tap here to enter text.
   
   ii. Second Tier: Journals (typically multidisciplinary, review, and subject category journals) (8 pts)

      Click or tap here to enter text.
   
   iii. Third Tier: Lower impact (< 3.0) journals (typically subject category or specialty journals of the mainstream publishers, societies, etc.) (4 pts)

      Click or tap here to enter text.
   
   iv. Fourth Tier: Non-refereed articles, papers by minor publishers (1 pts)

      Click or tap here to enter text.
   
   v. External recognition – C&EN, etc. (2-6 pts)

      Click or tap here to enter text.

b. Books

   i. Monographs (10 pts, ranked by Press and volume)

      Click or tap here to enter text.
   
   ii. Edited volumes (3-6 pts, ranked by Press and volume)

      Click or tap here to enter text.
   
   iii. Book chapter (2-4 pts, ranked by Press and volume)

      Click or tap here to enter text.
   
   iv. Textbooks, including published open source texts (5-10 pts, ranked by Press and volume)

      Click or tap here to enter text.

c. Patents

   Data will be provided by the OVPR’s Tech Transfer & Venture Development office

   i. Provisional Patent Filed (5 pts)

   ii. NonProvisional Patent Filed US (5 pts)

   iii. Awarded US Patent (5 pts)

   iv. Awarded Foreign Patent (any number of countries) (5 pts)
**d. Grant Activities**

i. Total expenditures, as reported by the IMS and CLAS Business Offices  
   (1 pt/$10k internal funds; 3 pt/$10k external funds)  
   Data will be provided by the IMS and CLAS Business Offices  
   FOR CB ONLY – DO NOT ENTER TEXT.

ii. Award of external grant >$100k (3 or 5 pts each, depending on co-PI or PI)  
   Click or tap here to enter text.

iii. Award of particularly meritorious grant (CAREER grants, etc.) (10 pts)  
    Click or tap here to enter text.

iv. Access to National labs, computation time at national facilities, etc. (3 pts)  
    Click or tap here to enter text.

v. For Pre-tenure Faculty Only: External grant applications submitted  
   (1 or 2 pts each, depending on co-PI or PI)  
   Click or tap here to enter text.

**e. Other Scholarship (capped at 20 pts)**

i. Professional scholarship awards (5-10 pts, depending on whether internal/external, national/international, visibility)  
   Click or tap here to enter text.

ii. Plenary talks at major national or international conferences (3-5 pts)  
    Click or tap here to enter text.

iii. Invited talks, departmental seminars (3 pts)  
    Click or tap here to enter text.

iv. Posters, contributed talks at major national or international conferences (2 pts)  
    Click or tap here to enter text.

v. Posters, contributed talks at regional or departmental events (1 pts)  
    Click or tap here to enter text.
II. Teaching

i. SET ratings that are above the department mean for courses at comparable levels (up to 5 pts)
   Info needed: Course, Semester, Solo/Shared, Enrollment, % Response, Overall Rating Instructor (Dept Mean), Overall Rating Course (Dept Mean)
   Example: CHEM 3210, F2018, solo, 89, 62%, 4.0 (3.7), 4.5 (3.8)
   Click or tap here to enter text.

ii. Other evidence of teaching effectiveness beyond SETs (up to 5 pts)
    Whatever you feel is helpful.
    Click or tap here to enter text.

iii. Teaching large service courses (3-5 pts): General, Organic lecture or lab, PChem lecture or lab
    FOR CB ONLY – DO NOT ENTER TEXT.

iv. MS/PhD student Major Advisor (1/3 per year per student per year in program); co-Advisor (2 pts)
    Info needed: Name of student, year student joint program, Advisor/co-Advisor
    Example: Joe Smarts, F2017, Advisor
    Click or tap here to enter text.

v. Advisor for Honors or University Scholar Thesis (1/3 pts for Associate Advisor/Advisor) in the year of graduation or honor awarded)
   Info needed: Name of student, Honors/University Scholar, year student graduated, Advisor/co-Advisor, (any other pertinent information)
   Example: Jane Smarts, University Scholar, S2018, co-Advisor (2 ACS posters, 1 peer-reviewed paper)
   Click or tap here to enter text.

vi. Undergraduate Research Advisor (1 pt per student; 10-week summer student 3 pts)
    Info needed: Name of student, which summer/semesters enrolled, total # of credits (any other pertinent information)
    Example: Hugo Meh, F2017, S2018, summer 2018, 6 credits (talk at ACS undergraduate symposium)
    Click or tap here to enter text.

vii. Teaching innovations (up to 15 pts per innovated course)
     Succinct description – class, innovation, goal, measures for success
     Click or tap here to enter text.

viii. Campus/national teaching award (5/10 pts)
     Succinct description – Award, award agency, year
     Click or tap here to enter text.
III. Service

a. Departmental

i. Chair of Departmental Committee (3-6 pts; Search, PTR, Graduate Admissions, Graduate Program, and Undergraduate Committees are high work load committees)
   Info needed: Committee, year
   Click or tap here to enter text.

ii. Active member of a committee (2-4 pts)
   Info needed: Committee, year
   Click or tap here to enter text.

iii. Member of a junior faculty mentoring committee (6 pts)
    Info needed: Mentee, year(s)
    Click or tap here to enter text.

b. CLAS, University, AAUP

i. Chair of a committee or member of an Executive Committee (6-8 pts)
   Info needed: Committee, year
   Click or tap here to enter text.

ii. Member of a committee, including member of Faculty Senate, AAUP representative, etc. (3-6 pts)
    Info needed: Committee, Year(s)
    Click or tap here to enter text.

c. Professional (capped at 25 pts)

i. Officer in a professional association (1-5 pts; range depending on factors such as national vs. regional, visibility and workload)
   Info needed: Role, Society, Year(s)
   Click or tap here to enter text.

ii. Editorships (capped at 10 pts)
    Info needed: Role, Journal, Year(s)
    Click or tap here to enter text.

iii. Journal Editor or Associate Editor (6-10 pts, ranked along the publication metric)
    Info needed: Role, Journal, Year(s)
    Click or tap here to enter text.

iv. Special Issue Journal Editor (4 pts)
    Info needed: Role, Journal, Year(s)
    Click or tap here to enter text.
v. Other editorial positions (e.g., Editorial Board or Journal Scientific Advisory Board Member, etc.) (2 pts)  
   Info needed: Role, Entity, Year(s)  
   Click or tap here to enter text.

vi. Conference (Symposia) organizer (3-6 pts; range depending on national vs. regional, visibility)  
   Info needed: Name of Symposium, Conference, Year(s)  
   Click or tap here to enter text.

vii. External reviewer journal articles (1 pts per review)  
    Info needed: Journals, Year(s)  
    Click or tap here to enter text.

viii. External reviewer/evaluator of grant proposals, external theses, academic programs, external awards, etc. (3-6 pts, depending on work load)  
     Info needed: Activity, Year(s)  
     Click or tap here to enter text.

ix. Outreach in community – must be related to professional expertise (1-10 pts, depending on extend)  
    Info needed: Activity, Year(s)  
    Click or tap here to enter text.
IV. **Discretionary.** This captures, for example:

i. Significant IP transfer funds that came to the department.
   Click or tap here to enter text.
   THIS BOX IS FOR CB COMMENTS— DO NOT ENTER TEXT.

ii. Significant summer teaching funds that came to the department.
    Click or tap here to enter text.
    THIS BOX IS FOR CB COMMENTS— DO NOT ENTER TEXT.

iii. Exceptional willingness to help out teaching above and beyond the standard assignments
    Click or tap here to enter text.
    THIS BOX IS FOR CB COMMENTS— DO NOT ENTER TEXT.

iv. **Promotions**
    Click or tap here to enter text.
    THIS BOX IS FOR CB COMMENTS— DO NOT ENTER TEXT.

v. **Exceptional loads in search committees**
   Click or tap here to enter text.
   THIS BOX IS FOR CB COMMENTS— DO NOT ENTER TEXT.

vi. **Exceptional success in undergraduate advising or mentorship successes (advised on successful pre-doctoral fellowships, awards, etc.)**
    Click or tap here to enter text.
    THIS BOX IS FOR CB COMMENTS— DO NOT ENTER TEXT.

vii. Significant IP transfer funds that came to the department
    Click or tap here to enter text.
    THIS BOX IS FOR CB COMMENTS— DO NOT ENTER TEXT.

viii. **Anything else you want me to consider**
      Click or tap here to enter text.
      THIS BOX IS FOR CB COMMENTS— DO NOT ENTER TEXT.
Process for the Determination of the Basis for the % Attributions to the Total Merit

1. Tabulation of the sums of the merit pts per faculty per category:

Points in a 50% max category

<table>
<thead>
<tr>
<th>Faculty</th>
<th>Points</th>
<th>50% max</th>
</tr>
</thead>
<tbody>
<tr>
<td>AARON FIELDS</td>
<td>205</td>
<td>50.0%</td>
</tr>
<tr>
<td>ADITYA GOTT</td>
<td>140</td>
<td>50.0%</td>
</tr>
<tr>
<td>BLAKE DONALDSON</td>
<td>58</td>
<td>100.0%</td>
</tr>
<tr>
<td>CEDRIC MOSES</td>
<td>40</td>
<td>80.0%</td>
</tr>
<tr>
<td>GODEWYN BIEBER</td>
<td>38</td>
<td>76.9%</td>
</tr>
<tr>
<td>KATE CHEN</td>
<td>38</td>
<td>76.9%</td>
</tr>
<tr>
<td>KELLI RAYMOND</td>
<td>35</td>
<td>71.4%</td>
</tr>
<tr>
<td>MAY HERRMANN</td>
<td>35</td>
<td>71.4%</td>
</tr>
<tr>
<td>MIN LANGLOIS</td>
<td>34</td>
<td>68.1%</td>
</tr>
<tr>
<td>RANDAL BARR</td>
<td>30</td>
<td>60.0%</td>
</tr>
<tr>
<td>TRISHA COOLEY</td>
<td>30</td>
<td>60.0%</td>
</tr>
<tr>
<td>VICTOR WYNN</td>
<td>28</td>
<td>57.1%</td>
</tr>
<tr>
<td>WILHELMINA SIMON</td>
<td>24</td>
<td>48.0%</td>
</tr>
<tr>
<td>YEN BONNAY</td>
<td>14</td>
<td>28.6%</td>
</tr>
<tr>
<td>ZAN OLIVER</td>
<td>10</td>
<td>20.0%</td>
</tr>
</tbody>
</table>

2. The extremes at the top make any meaningful distinction of everyone else difficult. Thus, when above and beyond everyone else in any category, the maximum merit for this category will be assigned by default.

3. The top runner of the remaining faculty sets the basis for the maximum % attribution for this category

<table>
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</tr>
<tr>
<td>ZAN OLIVER</td>
<td>10</td>
<td>20.0%</td>
</tr>
</tbody>
</table>

4. All category values are added, and a final ranking established. Merit amounts and cut-offs will be determined by the Head. All data will be made available to all faculty.
Appendix K: Departmental Merit Criteria for Non-Tenure-Track Faculty

DEPARTMENT OF CHEMISTRY

DEPARTMENT OF CHEMISTRY
UConn | UNIVERSITY OF CONNECTICUT

55 N. EAGLEVILLE RD.
STORRS, CT 06269-3060, U.S.A.
PHONE 860.486.2012 | FAX 860.486.2981
chemistry.uconn.edu

Approval by ballot May, 2019

Merit Point System for Non-Tenure-Track/Teaching-only Faculty

Merit is awarded for meritorious professional activities, i.e., activities that are likely to increase the teaching mission of the Department or if the activities exceed in quantity or quality the heuristic standards of the Department.

Data are, except for expenditures and SETs, self-reported in writing by a given deadline in a document that is organized as per the metric system used for the evaluation.

Weighting: Scholarship (10), Teaching (60), Service (20), Discretionary (10)

I. Scholarship
   a. Journal Publications (final publications with page numbers assigned within the evaluation period) (0-10 pts, depending on IF/visibility, and how closely related to the teaching mission)
   b. Textbooks, including published open source texts (5-10 pts, ranked by Press and volume)
   c. Grant Activities
      i. Grants awarded (1-10 pts, depending on internal/external, funding agency, size of grant, etc.)
      ii. External grant applications submitted (1 or 2 pts each, depending on co-PI or PI)
   d. Other Scholarship
      i. Professional scholarship awards (5-10 pts, depending on whether internal/external, national/international, visibility)
      ii. Talks/posters at intramural/regional/national/international conferences (2-5 pts, depending on venue, if invited or contributed, and how closely related to the teaching mission)

II. Teaching
   i. SET ratings that are above the department mean for 1000- or 2000-level courses, as appropriate (up to 5 pts)
   ii. Other evidence of teaching effectiveness beyond SETs (SET+) (up to 5 pts)
   iii. Major teaching innovation activities (up to 15 pts per innovated course, depending on work load)
   iv. Campus/national teaching award (5/10 pts)

III. Service
   a. Departmental
      i. Chair of Departmental Committee (3-6 pts, depending on workload; Search, Graduate Admissions, Graduate Program, and Undergraduate Committees are high work load committees)
      ii. Member of a committee (2-4 pts, depending on workload)
      iii. Undergraduate advising (2-10 pts, depending on workload)
Appendix L: Selection and Appointment Process, and Terms of the Krenicki Chair of Chemistry

Approved by ballot Spring 2018

Krenicki Chair of Chemistry

Citation:
The Olga Krenicki Chair in the Department of Chemistry recognizes excellence in research and scholarship, broadly defined.

Term of Appointment:
The appointment will be for a period of 5 years, without the possibility of renewal.

Selection:
Committee:
• (1) Current Krenicki Chair
• (1) Tenure track faculty member by vote of the faculty
• (1) Tenure track faculty member appointed by Head of Chemistry

Criteria:
The candidate must be a tenure track faculty member of the University of Connecticut Department of Chemistry. Selection will be based on publications, funding, external awards, and/or invited presentations. The external research reputation of the candidate, as it reflects positively on the department, should be at the heart of the selection process.

Process:
Nominations (including CV and funding history of the nominee) will be solicited. The committee will then evaluate the nominees and make a recommendation to the Head of the Chemistry Department.

Information:
Appendix M: Procedure for Selection and Reappointment of the Harold S. Schwenk Distinguished Chair in Chemistry

Approved by ballot Spring 2018

An appointment for the Harold S. Schwenk Distinguished Chair in Chemistry in 2018-2019 will be made from outside the UConn community, but in subsequent terms the candidate shall be chosen from all tenured professors, as well as new senior hires, if applicable. A search committee for the current appointment has already been assembled. The committee will use the criteria delineated below for the new hire. These criteria which will also inform the renewal and/or subsequent Schwenk Chair appointments.

Selection Criteria:

The candidate is expected to exhibit exceptional scholarship as determined by publication record and other evidence of scholarly achievement (including but not limited to: being a sought-after speaker in national and international conferences, holder of patents, scholarly awards and honors, memberships in prestigious professional associations or editorial boards of top journals, etc.). He/She must also carry an exceptional grant funding record from Federal, State, Private and/or Industry sources. The Schwenk Chair should also be in an area in which significant collaborations with other UConn faculty can be expected to be take place.

Selection Committee for subsequent terms:

A five-member committee will be assembled for renewal or selection of the Schwenk Chair. The committee will consist of three members voted upon by the entire Chemistry tenured/tenure-track faculty of all ranks. Once they were determined, two members will be assigned by the Department Head to assure all in the Department are equitably represented to the extent possible. The selection of the Schwenk Chair will be determined by majority vote within this committee; a corresponding recommendation is made to the Head of the Department. The committee will have the discretion of soliciting input from outside experts in the candidate’s research area.

Terms and Reappointment:

The Schwenk Chair position can be held for five years, with the option for renewal for an additional five years. The maximum term for any one candidate is ten years, after which the position transfers to a new candidate.

After the first five-year term, the current chair will be re-evaluated by a committee, selected as detailed above. Using the expectations outlined to the candidate at the start of his/her term, the committee will vote on whether or not the incumbent chair has either fulfilled the stated standards of excellence. The committee will judge excellence based on the career level of the selected chair at the beginning of the 5-year term. For example, if the candidate for the chair was deemed a rising star in his/her field at the time of hire, it will be evaluated whether or not he/she sustained a rise in his/her research achievements. If the candidate was already an established scholar, it will be evaluated whether he/she at least maintained their research excellence. The evaluation will extend to whether the significant collaborations with other UConn faculty were realized, or not. Should the incumbent Schwenk Chair not meet the expectations of the position, a search for a new Schwenk Chair will be initiated, with the incumbent chair ineligible.
Appendix N: Departmental Research Space Allocation Policy

Approved by ballot March 2021

Space Allocations to Chemistry Faculty Housed in the Chemistry Building

A baseline research space need for all research-active tenure-track faculty is recognized (typically, one research lab), independently of the funding state of the faculty but dependent on the scholarly output and undergraduate or graduate student participation.

Two labs are a typical assignment for a research-active faculty member. Two labs are a typical assignment for junior faculty at their start. Dependent on research needs, the utility of the space assigned, student/postdoc numbers, and funding status, more or less space may be assigned by the Head to all faculty on a case-by-case basis; prior consultation of the advisory committee is recommended.

For the purpose of the allocation of space, a non-research-active faculty is defined as someone without undergrad or graduate research students and no significant scholarly output for 3 consecutive years. The loss of lab space for non-research-active faculty may be determined by the Head based on consultation with the Advisory Committee, taking all extenuating circumstances into consideration.
Appendix O: Departmental Salary Buy-Out Policy

Approved by ballot March 2021

Salary Buy-Outs:

Salary buy-outs from grants are possible, with CLAS approval. Of the salary funds saved, CLAS will hire a replacement, if needed (to cover classes with an adjunct, for example). Of the remainder, CLAS will keep 30%, 35% go to departmental discretionary funds, and 35% will be returned to a 4-ledger account of the faculty (single or multiple) holding the grant covering the buy-out.