

Scholarship in Chemistry

The chemistry department supports colleagues for tenure and/or promotion who have established themselves as productive scholars in the tradition of chemists at leading liberal arts colleges across the country. We place great value in the research-rich environment of our department, both as a way to maintain the expertise of our faculty, and to mentor our undergraduate students as the next generation of chemists. The standard for chemical research is people working collaboratively in teams. We believe that fostering this teamwork approach through the inclusion of Skidmore undergraduate students in our scholarly work is vital to the welfare of our discipline. We therefore expect all tenured and tenure track faculty to engage in a hypothesis-driven research program that involves Skidmore undergraduate student participation.

The department recognizes the publication of original research articles in refereed journals as *de facto* evidence of scholarly advancement, especially with Skidmore undergraduate co-authors. In the same way, funding of peer-reviewed extramural grant proposals for research and/or instrumentation, including research-based pedagogy is considered to be strong evidence. Our model of scholarship relies inextricably, for example, on facilities, equipment and resources. Complexities that arise from inconsistencies in temperature, electricity and humidity can have a significant effect on the career trajectory of individual faculty. Moreover, requirements for instrumentation and consumable resources may necessitate an increased focus on obtaining external research grants. The quality of publications and grant proposals, as traditionally assessed by the department and external reviewers, is as important as the quantity. In addition, because of sub-disciplinary differences in chemistry, as well as resource and facility requirements, no specific guidelines can be set for the number of publications and/or grants necessary at the time of review for tenure and/or promotion.

We also value the intellectual partnership of research collaborations with colleagues both here at Skidmore College and at other institutions (colleges, universities, national laboratories, and industry). Collaborative publications and grant proposals are valued with the understanding that the candidate has played a significant intellectual role in the work. The candidate's role in collaborative work should be made explicit in their personal statement.

Other forms of scholarship beyond peer-reviewed research articles and funded grant proposals will provide secondary evidence of productivity and will support the candidate's case for tenure and/or promotion but cannot substitute for a peer-reviewed research article and/or a funded grant proposal. Other forms of scholarship may include:

- Publishing review articles, book chapters, textbooks, etc., especially with undergraduate co-authors and/or the candidate as corresponding author.
- Positively reviewed unfunded grant proposals where the candidate played a significant intellectual role.
- Submitting manuscripts for peer-review, especially with undergraduate co-authors.
- Presenting at professional national/international meetings and conferences, especially with undergraduate co-authors.
- Presenting at professional regional meetings and conferences, especially with undergraduate co-authors.
- Submitting grant proposals where the candidate played a significant intellectual role.
- Publishing collaborative papers and funded grant proposals where the candidate has played a minor role in the work.
- Presenting invited seminars at other colleges/universities.
- Publishing encyclopedia entries, book reviews and other items that receive minimal peer review.