

## **College of Forestry, Wildlife and Environment Promotion & Tenure Guidelines**

In the College of Forestry, Wildlife and Environment (CFWE), procedures used to evaluate teaching, research and extension faculty for tenure and/or promotion will be consistent with those outlined in the Faculty Handbook and consistent with procedures used in the College's annual Faculty Performance Evaluation. We strive to link the annual evaluation criteria and process closely to the University's requirements for promotion and tenure so that, as new faculty undergo annual and three year reviews, they will move along an evaluation continuum toward the goals of promotion and tenure. It is recommended that new faculty seek out mentors.

The following procedures will be followed in preparation for, and during submissions of faculty dossiers for P&T consideration. The objectives of this process are to ensure that:

- Candidates for P&T are aware of those factors which will be taken into account during consideration of their candidacy and how key information regarding those factors will be assessed.
- Specific strengths and weaknesses will be identified and communicated to each faculty member in order that weaknesses can be improved upon.
- Guidance is provided for faculty who plan to seek P&T in order that they may plan their activities accordingly.

Each faculty member will prepare a dossier that contains the information discussed in the following pages. A critical factor in the assessment of each dossier is the appointment (i.e. % of time formally allocated to research, teaching, and/or extension) of the candidate. The distribution of performance (i.e. productivity) among research, teaching, and extension or outreach should reflect the proportion of time formally allocated to each function. In other words, the performance expectations of a 75% researcher would differ substantially from those of a 75% teacher or 75% extension specialist.

The overarching element that one looks for in assessment of a P&T dossier is scholarly achievement. This can be demonstrated regardless of appointment although the indices of scholarly achievement will vary somewhat among research, teaching, and extension or outreach. In addition, the scale of scholarly achievement is also important. In the following pages, the nature of those differences will be explained.

Candidates for tenure must also be deemed collegial by their colleagues. Collegiality should not be confused with popularity. Collegiality encompasses the basics of the professional ethics of the academic world: respect for persons, integrity of intellectual inquiry, concern for the needs and rights of other faculty, students, and clientele, and awareness of workplace safety.

Candidate dossiers for associate professor will be reviewed in the third year (three-year review) by the CFWE Promotion and Tenure Committee which is composed of all associate and full professors in the College. This committee will provide a report to the candidate and the Dean regarding the committee's perception of the candidate's progress toward promotion and tenure goals.

In addition to the previous, dossiers for candidates for full professor are also evaluated for a sustained trajectory of increased productivity and reputation. For example, candidates for promotion to associate professor may be expected to demonstrate evidence of a regional/national reputation while candidates for full professor will be expected to show evidence of national/international reputation. Emphasis is placed on appointment (i.e. If your appointment is 75% research / 25% teaching, then the greater emphasis will be placed on research productivity such as publications, presentations, grants, development of technology and reputation).

Once the promotion process has been initiated by the candidate, dossiers should be submitted to the Dean's office by close of business on August 1<sup>st</sup>. In addition to the dossier, the candidate should also submit a list of 5 names (and affiliations and contact information) of potential external reviewers from peer or greater institutions. These reviewers should previously have been promoted to at least the level to which the candidate is applying, and they should not be research/extension collaborators, advisors, etc. It is suggested that the candidate select reviewers who have a strong reputation in their field, as this will carry weight during the review process. There will be no late submissions accepted. Also, only one submission per candidate is acceptable (multiple submissions with changes will not be accepted). If candidates have significant accomplishments (e.g., publications, grants, etc.) that occur after submission of their packet, they can make both the Dean and Chair of P&T aware of those accomplishments prior to the CFWE P&T meeting. The Dean and Chair of P&T can then make the committee aware of those accomplishments before the meeting.

## RESEARCH

**General Rationale:** Research is an academic activity that is based on the generation and sharing of new scientific knowledge. Recognition of the importance and potential impact of a faculty member's research program, in addition to the quantity and quality of research products produced, is a key factor used in the evaluation process. When evaluating the research program, the following will be considered:

1. Publications
2. Presentations
3. Grants
4. Development of technology
5. Reputation

The following information should be included in the dossier.

**(1) Publications.** Publishing refereed journal articles is the primary gauge of research productivity. Candidates for tenure and promotion to associate professor will be expected to have published a minimum of 5-15 refereed journal articles since the beginning of their appointment at AU (the number depending on the magnitude of their research appointment) with at least 1/3 of these falling into journals rated above average to excellent by the CFWE faculty (see Attachment 1). Based on these criteria and their research appointment, the minimum publication rate in peer-reviewed journals expected for faculty being promoted to associate professor is listed below:

Faculty research appointment	Minimum number of publications per year (avg)
25%	1
50%	2
75%	3

Candidates for promotion to full professor will be expected to have a research program that is better recognized than what is expected for promotion to associate professor. Because productivity, and ultimately recognition, of a research program is best accomplished through peer-reviewed articles, candidates for promotion to full professor should have a sustained or greater rate of publication and/or quality of publications than what is expected for promotion to associate professor.

First authorships and percent contribution are important and are taken into account during the evaluation process. A publication produced by a graduate student (advised as major professor) is essentially equivalent to a first authorship. This is reflective of the level of guidance, mentorship and scholarly acceptance of the research conducted by the student/major professor team. However, this should not preclude faculty production of their own manuscripts. Publications where the faculty member is first author are also encouraged and valued during evaluation for P&T.

Publication of books, book chapters, and proceedings of national and international meetings (particularly invited presentations) are other important outlets that can reflect a faculty member's scholarly reputation. The faculty member is encouraged to provide information that supports the use of and review of books that they have authored.

**(2) Presentations.** Presentation of research results at professional meetings is expected. As with publications, both quantity and audience of presentations is evaluated. Presentations given at national or international meetings are considered greater quality than presentations at local, state or regional meetings. Invited presentations are of greater quality than non-invited presentations, and should be noted. As with publications, presentations given by a graduate student (advised as major professor) is essentially equivalent to a first authorship.

**(3) Grants.** Grantsmanship also is a very critical factor in the faculty evaluation process. The level of extramural grants secured to conduct research can reflect the importance and innovation of an individual's research to the funding organization and, consequently, is a key measure of scholarly achievement in research. The expectation for P&T candidates is that they will acquire a level of sustained extramural funding that is commensurate with an active research program (including provision of graduate stipends). Key considerations in the evaluation of grantsmanship include the amount and source of funding.

The sources from which extramural funding are derived can indicate the level of scholarly activity required to procure the funding. Consequently, highly competitive sources which use ad hoc reviewers and panels (e.g. USDA-AFRI and NSF) will be linked with greater levels of credit. Funding from less competitive, extramural sources is also highly valued and funding from intramural sources is desirable as well.

**(4) Development of Technology.** Faculty whose research program may result in products or services that could be commercialized will receive research credit for those endeavors. This includes the development of intellectual property through patents, license agreements, copyrights or other related programs that are offered through the Office of Technology Transfer.

**(5) Reputation.** While candidates for promotion to associate professor are expected to show evidence of regional/national reputation, candidates for full professor are expected to provide evidence of national/international reputation. Indicators of international reputation include giving presentations at international conferences and other activities beyond the bounds of a national audience. Aside from just presenting at international meetings, stronger indication of an international reputation would include invited international conference presentations, organizing international conference sessions, and international sabbaticals. Invited service on regional and national research panels, as editors or associate editors, etc., is also a measure of a researcher's reputation and prestige. Such activities are key indicators of the scope of a researcher's reputation. Research activities would include participating in international research projects, participating on national panels, acquisition of highly competitive funding, and a sustained research output (i.e., at least at the rate and quality previously described for P&T candidates) of refereed articles.

The following provide guidance when assessing an individual's packet with regard to promotion and tenure. While the list below is not exhaustive, and every item may not be applicable for all individuals in all years, it does detail general expectations and scholarly activities that are appropriate to a Research appointment regardless of academic ranking.

- Publish in peer-reviewed outlets at a rate appropriate to appointment.
- Publish in high quality outlets.
- Maintain production of first-authored (e.g., either the faculty member themselves, their graduate students, or other supervised employees) publications.
- Acquire grant support appropriate for maintaining a productive research program.
- Present research findings at regional, national, or international meetings.
- Successfully mentor graduate students.
- Develop a regional/national/international reputation in area of expertise.

## TEACHING

**General Rationale:** Teaching is an academic activity that includes not only classroom teaching but also advising, student mentoring, and service on graduate committees.

Evaluation of teaching faculty will be based on quality of work, impact, and productivity. Development of high-quality course materials that are based on area of responsibility is expected. Teaching is generally evaluated through a combination of student input and peer review of course content. An effective teaching program will be evaluated based on the following:

1. Peer-review of teaching packets
2. Summaries of grade distributions
3. Teaching effectiveness measures
4. Professional development activities
5. Mentoring
6. Examples of contributions beyond the classroom.

The following information should be included in the dossier.

(1) **Peer-review of teaching packets.** Each instructor will provide a teaching packet for each course taught (not including special topics or directed studies courses) which contains the following information:

- a. Complete syllabus
- b. Examples of tests administered
- c. Examples of assignments or other handouts (informational and exercises)
- d. List of reading assignments
- e. If available, student responses to a test that compares knowledge on a particular topic at the onset of a course vs. after course completion

These packets will be peer-reviewed by two faculty selected by the Dean. Instructors may suggest names of four faculty with expertise in the subject area to the Dean's office for consideration. Written input from the two faculty reviewers will be provided to the instructor and to the Dean's office for inclusion in evaluation packets. Each course taught will be reviewed at least once every three years, or when a substantive change is made in the course.

Faculty may request that someone from inside or outside the College of Forestry, Wildlife and Environment (CFWE) visit and evaluate their classroom performance. If this occurs, the person should provide written comments for inclusion in the dossier.

(2) **Summaries of grade distributions.** Due to the sensitive relationship between student comments and grades received and/or anticipated, grade distributions from courses for which student ratings are provided will be obtained by the Dean's office. These will be included in dossiers and used during the dossier evaluation to provide insight into a possible relationship between student ratings and grading rigor for a particular course. In a case where a relationship may exist, either increased or decreased weight (depending on the type of relationship) may be given to student evaluations.

(3) **Teaching effectiveness measures.** Candidates will be made aware of any information provided by students or other parties that are presented to the Deans' office that may be used in the evaluation procedure. Although sources need not be identified, inclusion of such supporting

materials is to insure that instructors' efforts to improve teaching performance are based on the most comprehensive information available.

(4) **Professional development activities.** Presentations on teaching methodologies at national or regional meetings, publications in refereed journal articles that have been ranked on teaching approaches, etc. are encouraged by the Dean's office as a method of demonstration of scholarly achievement in teaching. Additionally, all teaching faculty are encouraged to participate in teaching improvement opportunities such as workshops, seminars, self-study as available on-campus, and the development of scholarly works on pedagogical techniques.

(5) **Mentoring.** Faculty will be expected to recruit and train graduate students as a major professor and provide mentorship and guidance as a committee member and outside reader. In the SFWS, candidates for full professor will ordinarily be expected to have served as the major professor for at least one doctoral student.

(6) **Examples of contributions beyond the classroom.** Contributions by faculty to the teaching program are expected beyond classroom instruction, and may include extramural funding, developing new curricula, and national or international distance learning programs associated with their expertise. Faculty teaching awards and/or recognition are also considered. Considerations of these items in their evaluations would be commensurate with their appointment.

The following provide guidance when assessing an individual's packet with regard to promotion and tenure. While the list below is not exhaustive, and every item may not be applicable for all individuals in all years, it does detail general expectations and scholarly activities that are appropriate to a Teaching appointment regardless of academic ranking.

- Teach undergraduate and/or graduate courses as appropriate to appointment and as assigned by the Dean and/or the Associate Dean for Academic Affairs.
- Student evaluations and grade distributions should be reflective of effective teaching skills and a positive learning environment.
- Courses should be revised as necessary such that the current state of knowledge and advances in technology are incorporated.
- Teaching packet evaluations should be positive.
- Advise undergraduate students (if faculty member has undergraduate teaching appointment).
- Advise graduate students and/or serve on graduate committees.
- Guest lecture in other courses either within the CFWE or across campus.

- Provide adequate office hours.
- Supervise undergraduates involved in independent research.
- Participation in teaching development activities as needed.
- Contributions beyond the classroom commensurate with appointment.

## EXTENSION AND OUTREACH

Extension is the academic activity that often incorporates different aspects of teaching, research and service. Extension faculty must interpret, create, apply, distribute, and communicate information in a way that can benefit the general public, natural resource professionals, policy makers, and public officials. This may be accomplished through formal or informal means and can take various forms (in-person interactions or through print, broadcast, or social media). As important, Extension faculty must be able to assess current and future needs of clients and develop programs to meet those needs and improve quality of life. This requires suitable Extension scholarship and productivity.

Evaluation of Extension faculty will be based on quality of work, impact, and productivity. An effective Extension program should consist of the following:

1. Development of programming based on documented needs in the area of responsibility,
2. Development, adaptation, and innovative use of high-quality educational materials to meet that need,
3. Timely dissemination of information,
4. Collaboration with appropriate Extension, university, administrative, and external personnel,
5. Effective grantsmanship,
6. Leadership at the state and regional level, and in some instances national or international levels.

As per Auburn University Promotion and Tenure guidelines, Extension and Outreach candidates should document academic activities in two parts (*Part A: Commentary* and *Part B: Extension Activities and Products*) as outlined below. Candidates should refer to the University Policy and Procedure for Promotion and Tenure document for additional specifics on how each of these sections should be formatted.

*Part A: Commentary*, is a five page (maximum) reflective commentary on programs and products. This includes the following sections:

1. Program Title
  - a. Program Description
    - i. Program Highlights
    - ii. Program Details
  - b. Mission (how program meets the mission of ACES and CFWE)
  - c. Scholarship

d. Impact and Recognition

*Part B: Extension Activities and Products* is a list of specific programs, products, and grants which support the reflective commentary section.

The following information should be included in the dossier.

(1) **Development of programming based on documented needs in the area of responsibility.**

In *Part A: Commentary* section of the candidates Promotion and Tenure document they should outline the steps they have taken to assess the need for Extension/Outreach programs in their area of responsibility. Summary of needs assessment methods and results should be included in this section. This may include but is not limited to the following:

- a. Literature reviews,
- b. Discussions with Regional/County Extension Agents, natural resource professionals, and policy makers in Alabama and/or the southeastern US,
- c. Surveys of the general public, or
- d. Surveys of workshop participants.

(2) **Development, adaptation, and innovative use of high-quality educational materials to meet that need.** In *Part A: Commentary* section of the candidate's Promotion and Tenure document they should highlight notable programs, publications and impacts and recognition. In *Part B: Extension Activities and Products* the candidate should list specific workshops, publications, and products developed to address the need. This may include but is not limited to the following:

- a. Invited lectures/workshops,
- b. Presentations at professional meetings (oral and poster),
- c. Conferences and workshops organized,
- d. Publications (Alabama Cooperative Extension System publications, refereed journal articles, technical notes, popular press, and books), or
- e. Electronic products, webinars, online classes, and videos.

(3) **Timely dissemination of information.** Candidates should document in *Part B: Extension Activities and Products* of their packet how they contribute to Alabama Extension- Forestry, Wildlife, and Natural Resources Facebook/Blog posts. They should also report numbers of non-face-to-face contacts including requests for information by phone, written, or electronic means. Publications, videos and webinars may also demonstrate timely dissemination of information. Finally, candidates must complete Alabama Cooperative Extension System annual reporting as required for appointment.

(4) **Collaboration with appropriate Extension, university, administrative, and external personnel.** In *Part A: Commentary* section of the candidates Promotion and Tenure document they should outline partnerships in the Program Description section.

(5) **Effective grantsmanship.** In *Part B: Extension Activities and Products* the candidate should list specific contracts, grants and gifts. This may include but is not limited to the following:

- a. Extramural sponsored programming and projects,
- b. Intramural sponsored programming and projects, and
- c. Donations.



**(6) Leadership at the state and regional level, and in some instances national or international levels.** This may include participation in appropriate professional and landowner organizations. Candidates should also provide active leadership in appropriate professional and landowner organizations at state, regional, national, and/or international levels. Please note that due to the nature of extension work evidence of international work is not required for promotion to Full Professor.

The following provide guidance when assessing an individual's packet regarding promotion and tenure. While the list below is not exhaustive, and every item may not be applicable for all individuals in all years, it does detail general expectations and scholarly activities that are appropriate to an Extension appointment regardless of academic ranking.

- Documentation of needs assessment in program area, and development of ongoing Extension program based on assessment results. This may be detailed in Part A., reflective commentary.
- Documentation of non-face-to-face contacts and requests for information by phone, written, or electronic means.
- Development of Extension (ACES, AAES, etc.) publications
  - Average of at least of two (2) per year if Extension appointment is  $\geq 50\%$
  - Average of at least of one (1) per year if Extension appointment is  $< 50\%$ .
- Development of “popular press” publications. These may be news releases, magazine articles, radio/television segments, “blog” posts, social media, or web-based publications
  - Average of at least of five (5) per year if Extension appointment is  $\geq 50\%$
  - Average of at least of two (2) per year if Extension appointment is  $< 50\%$ .
- Publications in peer referred journals related to the Extension mission (e.g., applied research) may fall within any of the quality rating sections as outlined by SFWS faculty (see Attachment 1). Topic and audience appropriateness should always be considered when journals are selected, therefore journals that may be rated “average” and are more regional or topic based would still be considered as very acceptable. Note there is no per year or overall requirement for this.
- Development and/or delivery of programming such as workshops, short-courses, webinars or field days in response to client requests.
- Documentation of program evaluations and how those evaluations are used to improve/direct future work.

- Documentation of program impacts (program reach, acres impacted, change in behavior, etc.).
- Documented success in securing extramural funding for Extension related programs, products, or applied research culminating in results directly applicable to one's extension program.
- Participation in appropriate professional and landowner organizations. This includes meeting attendance and professional talks or poster presentations.
- Provide active leadership in appropriate professional and landowner organizations at state, regional, national, and/or international levels.
- Complete Alabama Cooperative Extension System annual reporting as required for appointment.

### **Consideration for Advancement**

Extension faculty advancing to the level of Associate Professor should have evidence that they have developed strong in-state programs, publications, and other scholarly work that reflect the needs of a variety of clients and has a positive impact on quality of life. After achieving the rank of Associate Professor, an individual may choose to pursue the rank of Full Professor. While there are no minimum years of service needed to advance to Full Professor, there should be sustained productivity and evidence that programming and activities have multi-state and/or national reach and recognition without sacrificing work that will have state-wide impacts.

### **SERVICE**

In addition to the majority appointments of teaching, research, and extension, service is evaluated when applying for promotion. The expectations of service are less for Assistant Professors than Associate, and expectations are less for Associate Professors than Full. Service is evaluated relative to contributions to the School, the university, and the profession. Assistant Professors are expected to serve on and contribute to CFWE committees, whereas it is generally expected that Associate Professors will begin contributing to the university by serving on campus committees. Professional service normally increases throughout a career and includes activities such as:

- Serving as an officer for a professional society
- Reviewing peer-reviewed journal submissions
- Serving on grant review panels
- Serving as an Editor or Associate Editor of a journal

	<b>SFWS faculty ratings of refereed journals, as of 2/28/2023</b>				
	<b>EE = extraordinary</b>				
	<b>E = excellent</b>				
	<b>AA = above average</b>				
	<b>A = average</b>				
	<b>JOURNAL</b>	<b>QUALIT Y</b>			
<b>1</b>	<b>Advanced Materials</b>	E			
2	Advances in Space Research	AA			
3	Agricultural and Forest Entomology	AA			
4	Agricultural and Forest Meteorology	AA			
5	Agricultural Systems	A			
6	Agricultural Water Management	E			
7	Agroforestry Systems	A			
8	AMBIO	AA			
9	American Economic Review	E			
10	American Journal of Agricultural Economics	E			
11	American Journal of Botany	AA			
12	American Naturalist	E			
13	Animal Behaviour	E			
14	Animal Genetics	A			
15	Annals of Forest Science	A			
16	Annual Review of Genetics	E			
17	Annals of Forest Research	A			
18	Annals of Leisure Research	AA			
19	Applied and Environmental Microbiology	E			
20	Applied Animal Behavior Science	A			
21	Applied Biochemistry and Biotechnology	AA			
22	Applied Materials and Interfaces	E			
23	Applied Microbiology and Biotechnology	E			
24	Applied Vegetation Science	AA			
25	Aquatic Botany	AA			
26	Arboricultural Journal	AA			
27	Arboriculture & Urban Forestry	AA			
28	Ardea	AA			
29	Artificial Intelligence of the Earth Systems	AA			
30	Atmosphere-Ocean	A			
31	Atmospheric Chemistry and Physics	E			
	Austrian Journal of Forest Science	A			
32	Avian Conservation and Ecology	AA			
<b>33</b>	<b>Behavior</b>	AA			

34	Behavior Ecology	E			
35	Big Earth Data	AA			
36	Biocontrol Science and Technology	AA			
37	Biodiversity and Conservation	AA			
38	BioEnergy Research	AA			
39	Biofuels, Bioproducts, and Biorefining	E			
40	Biogeochemistry	E			
41	Biogeosciences	E			
42	Biological Conservation	E			
43	Biological Invasions	AA			
44	Biological Journal of Linnean Society	A			
45	Biology Letters	E			
46	Biomacromolecules	E			
47	Biomass and Bioenergy	AA			
48	Biometrics	E			
49	Biometrika	E			
50	Biopolymers	AA			
51	Bioproducts Business	A			
52	Bioresource Technology	E			
53	BioResources	AA			
54	Bioscience	E			
55	BMC Evolutionary Biology	AA			
56	BMC Genomics	AA			
57	BMC Public Health	E			
58	Botanical Review	AA			
59	Bulletin of the American Meteorological Society	E			
60	Bulletin of the Torrey Botanical Society	A			
61	<b>Canadian Field Naturalist</b>	A			
62	Canadian Journal of Agricultural Economics	E			
63	Canadian Journal of Botany	E			
64	Canadian Journal of Forest Research	E			
65	Canadian Journal of Soil Science	AA			
66	Canadian Journal of Zoology	AA			
67	Canadian Public Administration	AA			
68	Canadian Public Policy	AA			
69	Carbohydrate Polymers	E			
70	Carbon	E			
71	Castanea	A			
72	Catena	AA			
73	Cellulose	E			
74	Chemosphere	E			

75	Cities	A			
76	Coastal Management	AA			
77	Comparative Politics	E			
78	Composites Part A: Applied Science and Manufacturing	E			
79	Composites Science and Technology	E			
80	Composites Part B: Engineering	E			
81	Conservation Biology	E			
82	Conservation Genetics	AA			
83	Conservation Genetics Resources	A			
84	Conservation Science and Practice	AA			
85	Croatian Journal of Forest Engineering	AA			
86	Current Biology	E			
87	Current Research in Parasitology and Vector Borne Diseases	AA			
88	Current Zoology	A			
<b>89</b>	<b>Data Science and Engineering</b>	A			
90	Diversity and Distributions	AA			
<b>91</b>	<b>Earth Interactions</b>	A			
92	Earth System Dynamics	E			
93	Earth System Science Data	AA			
94	Earth's Future	E			
95	EcoHealth	AA			
96	Ecohydrology	A			
97	Ecological Applications	E			
98	Ecological Economics	AA			
99	Ecological Engineering	AA			
100	Ecological Indicators	E			
101	Ecological Letters	E			
102	Ecological Modeling	AA			
103	Ecological Monographs	E			
104	Ecological Restoration	A			
105	Ecology	E			
106	Ecology and Evolution	AA			
107	Ecology and Society	E			
108	Ecology Engineering	A			
109	Ecology Letters	E			
110	Economic Inquiry	E			
111	Ecosphere	AA			
112	Ecosystem Health and Sustainability	AA			
113	Ecosystem Service	E			
114	Ecosystems	E			
115	Emerging Microbes and Infections	E			

116	Empirical Economics	E			
117	Endangered Species Research	AA			
118	Environmental Policy and Governance	E			
119	Environment, Development and Sustainability	AA			
120	Environmental Earth Sciences	AA			
121	Environmental Entomology	AA			
122	Environmental History	AA			
123	Environmental Impact Assessment Review	AA			
124	Environmental Management	AA			
125	Environmental Modeling and Assessment	AA			
126	Environmental Modeling and Software	AA			
127	Environmental Politics	AA			
128	Environmental Pollution	AA			
129	Environmental Research Letters	E			
130	Estuaries & Coasts	A			
131	Euroasian Geography and Economics	AA			
132	European Journal of Forest Research	AA			
133	European Journal of Wood and Wood Products	AA			
134	Evolution	E			
135	Evolutionary Applications	AA			
136	Evolutionary Biology	A			
137	Evolutionary Ecology	E			
138	Evolutionary Ecology Research	A			
139	Exography	E			
<b>140</b>	<b>Fire</b>	A			
141	Fire Ecology	A			
142	Fish and Fisheries	AA			
143	Foods	A			
144	Forest Ecology and Management	E			
145	Forest Economics (Chinese)	A			
146	Forest Ecosystems	A			
147	Forest Engineering and Operations	A			
148	Forest Pathology	AA			
149	Forest Policy and Economics	AA			
150	Forest Products Journal	AA			
151	Forest Science	E			
152	Forest Science and Technology	A			
153	Forest Trees and Livelihood	A			
154	Forestry	AA			
155	Forestry Chronicle	A			
156	Forestry Research	A			

157	Forestry Research and Engineering	A			
158	Forests	AA			
159	Forests and Society	A			
160	Frontiers in Bioengineering and Biotechnology	AA			
161	Frontiers in Ecology and the Environment	E			
162	Frontiers in Energy Research	A			
163	Frontiers in Forests and Global Change	A			
164	Frontiers in Sociology	AA			
165	Functional Ecology	E			
166	Fungal Biology	A			
167	Fungal Ecology	AA			
<b>168</b>	<b>Genes</b>	A			
169	Genetica	A			
170	Genetics	E			
171	Genetics Research	A			
172	Genetics Selection Evolution	AA			
173	Genome	A			
174	Genome Biology	E			
175	Genome Research	E			
176	Genomics	A			
177	Geocarto International	AA			
178	GeoHealth	AA			
179	Geophysical Research Letters	E			
180	Geo-spatial Science Information	AA			
181	GIScience and Remote Sensing	E			
182	Global Biogeochemical Cycles	E			
183	Global Change Biology	E			
184	Global Ecology and Biogeography	E			
185	Global Ecology and Conservation	A			
186	Green Chemistry	E			
187	Green Materials	A			
<b>188</b>	<b>Heredity</b>	E			
189	Holzforschung	E			
	HortScience	AA			
	HortTechnology	A			
190	Human – Wildlife Interactions	A			
191	Human Dimensions of Wildlife	AA			
192	Human Ecology	AA			
193	Hydrological Processes	AA			
194	Hydrological Sciences Journal	AA			
195	Hydrology and Earth System Science	E			

196	Hydrology Research	AA			
<b>197</b>	<b>Ibis</b>	AA			
198	IEEE Transactions on Geoscience and Remote Sensing	E			
199	Industrial Crops and Products	AA			
200	Integrative and comparative biology	AA			
201	International Forestry Review	A			
202	International Journal of Adhesion and Adhesives	AA			
203	International Journal of Biodiversity Science, Ecosystem Services & Management	AA			
204	International Journal of Biological Macromolecules	E			
205	International Journal of Digital Earth	AA			
206	International Journal of Forest Engineering	AA			
207	International Journal of Forestry Research	A			
208	International Journal of Polymeric Materials and Polymeric Biomaterial	A			
209	International Journal of Tourism Research	AA			
210	International Review of Social Research	A			
211	Invasive Plant Science and Management	A			
<b>212</b>	<b>JGR-Atmospheres</b>	AA			
213	Journal for Nature Conservation	AA			
214	Journal of Advances in Modeling Earth Systems	E			
215	Journal of Agricultural and Applied Economics	A			
216	Journal of Agriculture Economics	A			
217	Journal of Agroforestry	A			
218	Journal of American Statistical Association	AA			
219	Journal of Animal Ecology	E			
220	Journal of Applied Ecology	AA			
221	Journal of Applied Polymer Science	E			
222	Journal of Aquatic Plant Management	A			
223	Journal of Arboriculture	AA			
224	Journal of Arid Environments	AA			
225	Journal of Avian Biology	E			
226	Journal of Bipeography	E			
227	Journal of Climate	E			
228	Journal of Coastal Research	AA			
229	Journal of Colloid and Interface Science	E			
230	Journal of Composites Science	A			
231	Journal of Economic Entomology	E			
232	Journal of Ecotourism	AA			
233	Journal of Environmental Economics and Management	E			
234	Journal of Environmental Horticulture	A			
235	Journal of Environmental Management	AA			



236	Journal of Environmental Planning and Management	E			
237	Journal of Environmental Policy and Planning	E			
238	Journal of Environmental Quality	AA			
239	Journal of Environmental Sciences	AA			
240	Journal of Evolutionary Biology	AA			
241	Journal of Experimental Biology	E			
242	Journal of Extension	A			
243	Journal of Field Ornithology	A			
244	Journal of Fish and Wildlife Management	A			
245	Journal of Forest Business Research	A			
246	Journal of Forest Economics	AA			
247	Journal of Forest History and Conservation	A			
248	Journal of Forest Products Industries	A			
249	Journal of Forestry	AA			
250	Journal of Forestry Research	A			
251	Journal of Geophysical Research	E			
252	Journal of Heredity	AA			
253	Journal of Hospitality and Tourism Research	E			
254	Journal of Hydrological Engineering	AA			
255	Journal of Hydrology	AA			
256	Journal of Hydrology: Regional Studies	E			
257	Journal of Hydrometeorology	AA			
258	Journal of Interpretation Research	AA			
259	Journal of Law and Economics	E			
260	Journal of Leisure Research	AA			
261	Journal of Mammalogy	AA			
262	Journal of Material Science	E			
263	Journal of Medical Entomology	AA			
264	Journal of Molecular Evolution	A			
265	Journal of Near Infrared Spectroscopy	E			
266	Journal of Obstetrics and Gynaecology Canada	A			
267	Journal of Ornithology	A			
268	Journal of Outdoor Recreation and Tourism	AA			
269	Journal of Parks and Recreation Administration	A			
270	Journal of Policy Analysis and Management	E			
271	Journal of Political Economy	E			
272	Journal of Polymers and Environment	AA			
273	Journal of Porous Materials	AA			
274	Journal of Public Economy	AA			
275	Journal of Public Policy	E			
276	Journal of Renewable Materials	A			

277	Journal of Social Structure	A			
278	Journal of Soil and Water Conservation	A			
279	Journal of Sustainable Forestry	A			
280	Journal of Sustainable Tourism	AA			
281	Journal of the American Veterinary Medical Association	A			
282	Journal of the American Water Resources Association	AA			
283	Journal of the Southeast Association of Fish and Wildlife Agencies	A			
284	Journal of Thermal Analysis and Calorimetry	AA			
285	Journal of Urban Ecology	AA			
286	Journal of Vector Ecology	AA			
287	Journal of Vegetation Science	AA			
288	Journal of Water and Soil Research	A			
289	Journal of Wildlife Diseases	AA			
290	Journal of Wildlife Management	AA			
291	Journal of Wood Chemistry Technology	AA			
292	Journal of World Forest Resource Management	A			
<b>293</b>	<b>Land</b>	A			
294	Land Degradation and Development	A			
295	Land Economics	E			
296	Land Use Policy	AA			
297	Landscape and Urban Planning	E			
298	Landscape Ecology	E			
299	Leisure Sciences	AA			
300	Leisure Studies	AA			
<b>301</b>	<b>Macromolecules</b>	E			
302	Mammal Research	AA			
303	Mammalian Biology	A			
304	Marine Policy	A			
305	Marine Pollution Bulletin	E			
306	Mathematical and Computational Forestry & Natural	A			
307	Methods in Ecology and Evolution	E			
308	Molecular Biology and Function	E			
309	Molecular ecology	E			
310	Molecular Ecology Resources	AA			
311	Molecular Phylogenetics and Evolution	AA			
312	Molecules	A			
313	Movement ecology	E			
314	Mycological Progress	E			
<b>315</b>	<b>Natural Areas Journal</b>	A			
316	Natural Resources Research	AA			
317	Nature	EE			

318	Nature Climate Change	AA			
319	Nature Communications	E			
320	Nature Ecology and Evolution	E			
321	Nature Genetics	E			
322	Nature Geosciences	AA			
323	Nature Reviews Genetics	E			
324	Neural Computing and Applications	AA			
325	New Forests	AA			
326	New Phytologist	AA			
327	New Zealand Journal of Forest Research	A			
328	North American Journal of Fisheries Management AA	AA			
329	NPJ Climate and Atmospheric Science	AA			
<b>330</b>	<b>Ocean and Coastal Management</b>	AA			
331	Oecologia	E			
332	Oikos	E			
333	O'Papel	A			
334	Ornithological Applications	E			
335	Ornithology	AA			
<b>336</b>	<b>Pacific Science</b>	A			
337	Peer J Life and Environment	AA			
338	Pest Management Science	A			
339	Photogrammetric Engineering and Remote Sensing	AA			
340	Phytopathology	E			
341	Plant and Soil	AA			
342	Plant Disease	AA			
343	Plant Ecology	AA			
344	Plant Physiology	E			
345	Plos Biology	E			
346	Plos Genetics	AA			
347	Plos One	AA			
348	Policy Sciences	E			
349	Politics and Policy	E			
350	Polymer	E			
351	Polymer Composites	AA			
352	Polymer Crystallization	A			
353	Polymer Degradation and Stability	E			
354	Polymer Testing	E			
355	Polymers	A			
356	Preventing Chronic Disease	E			
357	Proceeding of the Royal Society of London, Series B	E			
358	Proceedings of the National Academy of Sciences	EE			

359	Public Choice	AA			
360	Pulp and Paper	A			
362	Rangeland Ecology and Management	AA			
363	Reactive and Functional Polymers	AA			
<b>364</b>	<b>Remote Sensing</b>	E			
365	Remote Sensing in Ecology and Conservation	A			
366	Remote Sensing of Environment	E			
367	Restoration Ecology	E			
368	River Research and Applications	AA			
369	Royal Society of Open Space	AA			
370	RSC Advances	E			
<b>371</b>	<b>Scandinavian Journal of Forest Research</b>	E			
372	Science	EE			
373	Science Advances	E			
374	Science of Remote Sensing	AA			
375	Science of the Total Environment	AA			
376	Science Progress	A			
377	Scientific Reports	AA			
378	Sensors	A			
379	Silvae Fennica	A			
380	Small Scale Forestry	A			
381	SN Applied Sciences	AA			
382	Social Change	A			
383	Social Indicator Research	E			
384	Social Research	A			
385	social Science Research	AA			
386	Society and Natural Resources	E			
387	Soil Biology and Biochemistry	AA			
388	Soil Science	AA			
389	Soil Science Society of America Journal	E			
390	South African Journal of Plant and Soil	A			
391	Southeastern Naturalist	A			
392	Southern Economic Journal	AA			
393	Southern Forests	A			
394	Stochastic Environmental Research and Risk Assessment	AA			
395	Studies in Avian Biology	AA			
396	Surface and Interfaces	AA			
397	Sustainability	A			
398	Sustainable Development	AA			
<b>399</b>	<b>TAPPI</b>	AA			
400	Textile Research Journal	AA			

401	Theoretical and Applied Genetics	A			
402	Thin Films	AA			
403	Tourism in Marin Environments	A			
404	Tourism Recreation Research	AA			
405	Transactions of the ASABE	AA			
406	Tree Physiology	AA			
407	Trees, Forests, People	A			
408	Trees-Structure and Function	AA			
409	Trends in Ecology and Evolution	E			
410	Trends in parasitology	AA			
<b>411</b>	<b>Urban Ecosystems</b>	AA			
412	Urban forestry & urban greening	A			
<b>413</b>	<b>Water</b>	A			
414	Water and Environment Journal	A			
415	Water Resources and Economics	AA			
416	Water Resources Research	A			
417	Water, Air, Soil Pollution	A			
418	Waterbirds	A			
419	Weed Science	E			
420	Weed Technology	AA			
421	Wetlands	AA			
422	Wetlands Ecology and Management	AA			
423	Wildfowl	A			
424	Wildlife Biology	A			
425	Wildlife Monographs	E			
426	Wildlife Research	A			
427	Wildlife Society Bulletin	AA			
428	Wilson Bulletin	A			
429	Women in Natural Resources	A			
430	Wood and Fiber Science	E			
431	Wood Materials Science and Engineering	AA			
432	Wood Science and Technology	A			
433	Wood Technology	A			
434	World Development	AA			
435	World Forestry Research	A			
	Sum	EE	3	1%	
		E	135	31%	
		AA	179	41%	
		A	120	27%	
		Total	437	100%	

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