Department of Philosophy and Religious Studies – Guidelines on Breadth and Depth of Accomplishments in Teaching, Scholarship, and Service.

 Tenure and Promotion to Associate Professor:

1) This is the Department of Philosophy and Religious Studies guidelines on excellence in teaching, scholarship, and service for tenure and promotion as covered in the Collective Bargaining Agreement

The members of the Department of Philosophy and Religious Studies find that sensitivity to quality and quantity, as well as to the distinct contributions of an individual faculty member due to specialties and disciplines, are especially pertinent given the nature of the department. This department contains professionals from distinct disciplines as well as who have methods and interests ranging from more traditional theoretical scholarship through empirical investigators to clinical practitioners.

2) **Teaching**

 a) Excellence in teaching will be judged on the basis of the candidate’s record, narrative, and evidence of quality instruction from items suggested below. Basic activities such as maintenance of regularly scheduled office hours and availability for student conferences by appointment are expected. Evidence used to support the evaluation of the breadth and depth of the candidate’s teaching may include but is not limited to the following items in 1 through 14:

(1) Demonstrated continued excellence in teaching courses in area of expertise through documentation of student learning.

(2) Courses that have been innovative, creative, and/or showed an original approach to teaching, and/or incorporated instructional technology, collaborative learning, or other non-traditional teaching methods, when such pedagogy evince the meeting of student objectives

 (3) Program and/or curriculum development

 (4) Creation of new courses, when such courses evince the meeting of

student educational objectives

(5) Substantive revision of existing courses, and an assessment of the student outcomes for such changes.

(6) Participation in conferences and workshops on teaching or other forms of professional development, where such attendance will impact the meeting of student objectives

 (7) Evaluations by chair(s)

 (8) Evaluations by peers

 (9) Evaluations by students (ISQs and other if available)

 (10) Responsiveness to evaluations of teaching by chair(s), peers, and/or students including self-reflection on effectiveness and attempts to improve where necessary

 (11) Development and/or execution of a successful study abroad program

 (12) Development of activities for students that support the department’s program and curriculum but are outside of a particular course’s syllabus (for example, philosophy slams, reading groups with students and/or faculty)

(13) Teaching award

 (14) Directed Independent Studies/Honors Theses, Graduate Theses, etc.

3) **Scholarship**

 (a) Excellence in the breadth and depth of scholarship will be judged on the basis of the candidate’s record, narrative and evidence of quality suggested in (b) through (e) below.

 (b) The list of publications and equivalencies below is a guideline for determining achievement of excellence in research/scholarship/creative activity. It should be understood that merely having accomplishments within the qualifying numerical ranges without the required standard of quality shall not guarantee that the faculty member will receive tenure. Conversely, a faculty member may qualify for tenure with accomplishments that fall below the qualifying general range but are of extraordinary quality.

 (c) A candidate will normally qualify for tenure and promotion to Associate Professor in terms of research/scholarship/creative activity with a combination of scholarly accomplishments. (1) through (4) below are examples of the level and quality of research indicative of satisfying the breadth and depth of scholarship for tenure and promotion to Associate Professor but these examples do not count as a rigid formula guaranteeing tenure or promotion.

(1) **A book** published with an academic or an otherwise academically-recognized press, “book” being defined as a solely authored volume of original research, a monograph, or a co-authored volume of original research

 **and** an article in a recognized peer-reviewed academic journal or a book chapter,

 **and** **two** to **four** conference papers/presentations at professional meetings;

**OR**

(2) Without a book (as defined above in 1), **four** to **six** of items a. through g. below (of which **two to four** should be articles in recognized, peer-reviewed academic journals or book chapters) will normally qualify for tenure and promotion to Associate Professor in addition to the fact that the candidate should normally have **two** to **four** conference papers/presentations at professional meetings.

 a. an article in a peer-reviewed academic journal,

 b. an edited volume of essays (as sole or as co-editor),

 c. a book chapter in an edited volume published by an academic or an otherwise academically-recognized press,

 d. an article in a conference proceedings journal,

 e. a lengthy review article/essay in a peer-reviewed academic journal,

 f. a lengthy encyclopedia article,

 g. a major external grant, research grant, or fellowship (e.g., NEH fellowship, research Fulbright or similar).

(3) In all cases, the candidate’s dossier shall indicate clearly the candidate’s research agenda, both present and future.

(4) For purposes of tenure and promotion to Associate Professor, the accomplishments above may be counted if there is clear proof of future publication or grant disbursal, such as a formal letter of acceptance from the journal editor, publisher, or granting agency.

 (d) It is understood that other accomplishments, such as short book reviews and encyclopedia articles, are legitimate scholarly activities and may indicate engagement in the profession. However, they generally will fail to substitute for lengthier and more substantial activities and publications as indicated in (c) above for the purposes of tenure and promotion to Associate Professor.

4) **Service**

1. Meaningful contributions in service will be judged on the candidate’s record,

narrative and evidence of active participation and quality contributions to the institution, profession, or wider community (related to one’s areas of expertise) across a range of items (1) through (12) below. Generally, at least two service activities should be outside of the Department and for the College, University, Professional, or wider community:

1. Serves the university on active departmental, college, or university committees;
2. Serves the university through organizing and/or expediting colloquy, conferences, workshops, and symposia;
3. Chairs a college or university committee;
4. Serves the profession by reviewing manuscripts for professional journals;
5. Serves as a reviewer for a research manuscript for a national or international journal or publisher
6. Serves as a chair or moderator for a panel at a professional conferences
7. Serves as a reviewer for a proposal from a federal granting agency
8. Serves the profession by serving on committees or as an officer for a discipline-related professional organization
9. Serves the community by serving on committees or as an officer for a local, regional, or state professionally related organization
10. Serves the community by giving professionally related talks to local or regional groups or organizations or schools
11. Serves as an invited consultant to or spokesperson for a state or national organization
12. Serves the community by writing articles for non-juried, non-scholarly publications in areas related to one's discipline.