

# **Program in Creative Writing Standards for Tenured Faculty Review**

**Revised January 30, 2012  
Approved by CLAS June 29, 2012**

Each tenured member of the Program in Creative Writing is expected to contribute to the mission of the program in three areas: creative work, teaching, and service. Our evaluation of contributions in these areas is guided by our recognition that careers develop differently and that the needs of our program may vary over time. The following policies govern the evaluation of all tenured faculty. In each individual case the needs of the program and the trajectory of the faculty member's career will determine the combination of standards appropriate for that faculty member at the point of review.

## **1. Teaching**

Each tenured member of the program must be an effective teacher and advisor of our graduate students. In addition to organizing a workshop or seminar intellectually and practically, and running the class sessions with an appropriate sense of design and direction, tenured professors are expected to update existing courses as appropriate and to consider program needs if developing new courses.

Teaching effectiveness is to be judged by a variety of means. Course descriptions, reading lists, handouts, and similar materials indicate seminar design and the general care with which a class is conducted; student evaluations (which must be solicited in every organized course every year), when intelligently interpreted, help in the assessment of most aspects of a seminar or workshop. Tenured faculty are expected to advise graduate students when such advice is sought by our students, which will include directing MFA theses, with the number of advisees per faculty to be determined through an approximately even distribution among workshop leaders.

All faculty members are expected, over the course of their careers, to work well with students and to serve on evaluation and thesis committees as determined by the needs of the program.

## **2. Scholarly and Creative Work**

Each tenured member of the program is expected to show in creative or scholarly work continued development and growth. The faculty member should be able to give evidence of national standing, as attested to by reviews and citations of the person's publications, guest lectures, invited publications, consultative work for presses and journals, or other equivalent means. Though a sustained record of book publication, or publications in journals and the pursuance of book projects, are normally expected of tenured faculty, other forms of dissemination may be more appropriate for some. In all cases, the quality of scholarship or creative work remains paramount.

Quality of creative work or scholarship is to be judged by a number of means. Published reviews, reference in other publications, commissions for creative work, and awards and prizes provide the best evidence of the reception accorded a colleague's work. The program expects published work to be of high quality and to make a significant contribution to its field.

Invitations to deliver talks or give readings or workshops off-campus are evidence of an individual's visibility and to the vitality of ongoing creative projects. Further evidence of recognized scholarship includes the securing, where available and appropriate, of external funding through competitive awards processes. In the case of projects that are in progress over a span of years before completion, presentation of work may indicate the progress of the project, as may journal publications or reviews related to the project. Work in progress on any major multi-year creative project will be considered in any extended review.

### **3. Service**

The CLAS Standards for Tenured Faculty Rank include "the expectation of increasing leadership and service to the department, the institution, and the profession consistent with each tenured faculty rank." In addition, the CLAS Standards include the expectation that tenured faculty will "engage in professional service that reflects the visibility of their own scholarship/creative work and teaching."

Tenured faculty members are expected to serve on committees in the program, as well as in the college and the university. They will ordinarily chair and / or serve on at least two or three standing committees in the program each year, will represent the program in the college and the university, will be responsible for the annual review of their colleagues, and will bear most of the responsibility for conducting faculty searches.

Tenured faculty members who hold major administrative posts in the program will have the quality of their administrative work taken into consideration during their reviews.

Service to the profession through leadership in professional organizations is also an important sign of effective service from tenured faculty as are outreach activities aimed at the general public. This service may take various forms including but not limited to editing literary journals, serving as book reviewer, serving as judge in juried competitions, serving on review panels (e.g., for NEA, NEH, or Guggenheim fellows), chairing or serving on panel at a national/international conference.