

Department of Philosophy
Standards for Tenured Faculty
2012
Approved by CLAS July 11, 2012

Each faculty member is expected to continue to teach, advise, and mentor students at the undergraduate and graduate levels; to produce and disseminate scholarly or creative work; and to contribute service to the Department, the College, the University and the profession.

TEACHING:

Faculty are expected to be effective teachers at both the graduate and undergraduate levels.

The effectiveness of a faculty member's teaching is judged by the results of formal student evaluations, the trend of enrollments, the drop rates in the faculty member's courses, and by classroom observation by peers. Also relevant to the evaluation of a faculty member is the extent to which he or she contributes to the teaching and philosophical work of colleagues by useful participation in informal discussions and formal colloquia, by constructive criticism of the work of colleagues, and by promoting a departmental atmosphere of cooperation and cordiality.

All faculty are expected to contribute to curriculum development in the Department, to regularly update courses in ways that reflect current scholarship and/or methodology in their areas, and to teach courses at all levels of instruction with student enrollments consistent with the level of the course, the nature of the subjects offered, and the needs of the Department and College. Successful mentoring and direction of graduate students is an expectation for all tenured faculty. Associate Professors are expected to make progress toward meeting the criteria for promotion to professor, including successful direction of doctoral and/or master's candidates to the completion of their degrees. Professors are expected to continue to meet those criteria.

SCHOLARSHIP:

Scholarly achievement is a prerequisite for advancement at every rank. Tenured faculty are expected to sustain a record of scholarly publications and presentations of invited, refereed, and commissioned work. The record should demonstrate the faculty member's continued professional development, growth, national and international visibility. The primary measure of scholarly achievement is the quality of the faculty member's published work. Acceptance for publication by a highly selective journal or press is an important indication of adequate quality, but not necessarily a conclusive one.

Progress toward completion of scholarly monographs and books that may be in preparation over a number of years will be judged by a log of continued revisions of the work, evaluative reports of the work made by peers in the field, and any reports from publishing houses to which the monograph was sent. Reviewer's comments on proposals for funding research projects, and invited or refereed papers presented at scholarly conferences are also indicators of continued progress. It is expected that normally articles of related subject matter be published during the period of work on a long term monograph or book project.

Quality is a measure of adequate scholarly achievement insofar as it indicates magnitude, depth, and intensity of the faculty member's scholarly effort. Associate Professors are expected to make progress toward meeting the criteria for scholarship necessary for promotion to professor. Full professors are expected to publish at the same rate and quality that earned them timely promotion to the rank, keeping in mind that the development of new research areas which lead to scholarly books frequently requires a sustained commitment of time.

The College's Standards for scholarly and creative work state that faculty are to apply for internal (i.e., Collegiate or University) sources of competitive funding and external funding appropriate to the

discipline. For example, faculty are expected to apply for internal and external funding supporting travel to research centers archives, workshops, and so on, where appropriate to their fields.

SERVICE:

Faculty are expected to provide service to the Department, the College, the University and the profession which is consistent with their rank and seniority. It is expected that leadership and service will increase in a way that is consistent with rank and seniority. Tenured faculty are expected to serve every year on at least one of the Department's standing committees. At the discretion of the DEO, tenured faculty are expected to serve as a director of one of these Departmental Committees. Tenured faculty are expected to engage in professional service (such as serving as a referee for journals and a reviewer for book manuscripts) that is appropriate to their own scholarly work and teaching.