

COLLEGE OF LIBERAL ARTS & SCIENCES
COLLEGIATE STANDARDS FOR TENURED FACULTY REVIEW
Approved by CLAS Faculty Assembly, 23 January 2002
Approved by the Office of the Provost, 23 August 2002

Throughout his or her career, a 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.

The College asks each department to formulate written expectations that are consistent with the ranks of associate professor and professor in the department and in the discipline or subdisciplines it represents. These departmental standards for tenured faculty should allow some flexibility, to recognize that there are cycles in a faculty member's career and that the department's needs may also vary over time. The departmental document should recognize the range of ways in which tenured faculty can reasonably meet the performance standards. This document should be consistent with (but does not replace) the University and Collegiate criteria for achieving tenured faculty ranks (see <https://clas.uiowa.edu/faculty/faculty-appointments-review-clas-criteria-tenure-track-faculty-rank>).

These standards will be applied in deliberations concerning annual merit salary increases and in five-year tenured faculty reviews. When a tenured faculty member's work differs substantially from the written standards, specialized expectations must be formalized in a Post-tenure Allocation of Effort Agreement.

Here we state some specifications that departmental standards must minimally include.

TEACHING. The departmental standards must include the expectation that faculty will regularly update existing courses, develop new courses, and teach to appropriately sized classes, with evaluations of classroom teaching that meet departmental expectations. The document must also state expectations for advising undergraduate students and for mentoring graduate students and (where relevant) postdoctoral fellows.

SCHOLARLY AND CREATIVE WORK. Departmental standards must include the expectation that tenured faculty members' records of scholarly and creative work show continued development and growth and increasing visibility in ways consistent with the discipline and/or subdisciplines represented in the department. The College expects that this work be invited, refereed, juried, and/or commissioned. Departmental standards must specify the department's expectations for ongoing scholarly/creative work to be published, presented, performed, and otherwise disseminated. Because work may be in progress over a span of years before it is brought to completion, the department must specify in its standards what will indicate progress toward completion. The standards must state the expectation that faculty will apply for internal and external funding appropriate to the discipline through extra-departmental, competitive awards processes.

SERVICE. Departmental standards must include the expectation of increasing leadership and service to the department, the institution, and the profession consistent with each tenured faculty rank. Tenured faculty are expected to engage in professional service that reflects the visibility of their own scholarship/creative work and teaching.