

College of Arts and Sciences
DEPARTMENT OF POLITICAL SCIENCE
Rank and Tenure Criteria

To be promoted to the rank of Associate Professor and receive tenure, a faculty member must show continuing progress and development in the following areas:

Research

A faculty member must give evidence of creativity and productivity in scholarly research through refereed publications and positive external professional reviews of his/her first works of scholarship. The faculty member must also show intellectual independence in his/her current work and the promise of future contributions to his/her chosen field.

This research activity can be shown by:

Ordinarily, four to five peer-reviewed articles in well-regarded disciplinary journals or the equivalent in a scholarly, peer-reviewed book published with a reputable press. However, in judging the candidate's research, emphasis will be placed on the quality, originality, and significance of the scholarship rather than on the quantity.

There is no number of articles that guarantees tenure. Quantity expectations will vary depending on the quality and prestige of the outlet, as judged by the standards of the discipline and the particular subfield of specialization. Candidates are advised to aim toward the upper end of the range, since the fewer the publications the higher the quality must be to merit tenure.

Intellectual independence can be indicated by external reviewer comments, reviews of the book, awards, and evidence of research production beyond the dissertation.

Other forms of scholarship can also be taken into consideration, depending on their impact and quality. Unless they are in particularly prestigious or significant outlets, these forms of scholarship would not normally be sufficient for tenure on their own.

These include:

books or articles which, though not refereed, received considerable attention and are highly regarded (seen through good reviews, prizes, wide discussion, etc.)

successful grantsmanship

commissioned works in edited volumes, journal and magazine articles, book chapters, published lectures

book reviews

encyclopedia articles

pamphlets

papers in conference proceedings

working papers

unpublished papers presented at academic conventions and workshops

In this wide range of works, the Department recognizes that there can be significant qualitative differences.

For all co-authored work, the respective roles and responsibilities of the various authors must be addressed.

Teaching

A faculty member must demonstrate good teaching. The Department recognizes that good teaching encompasses a wide variety of conceptual approaches, methods, styles, levels of complexity, and formats and that pedagogical responsibilities are varied. Therefore, evidence of good teaching may take a variety of forms. The Department is primarily concerned with evidence that is directly connected with quality teaching.

Among the ways good teaching can be shown are:

consistently good student evaluations

letters from colleagues who have observed the faculty member's class or taught with the faculty member

letters from students or former students

innovation and experimentation, including interdisciplinary collaboration and revision of courses

development of new courses and cooperation in meeting the curricular needs of the Department

presentation of clear syllabi and valuable assignments

production of high quality student projects

currency of knowledge

mentoring through the supervision of student projects, independent study projects, internships, theses and dissertations

grade distributions in selected classes help to put other kinds of evidence about teaching in context

Advising

A faculty member must demonstrate proficiency in advising students outside the classroom.

This includes:

counseling with regard to academic programs and registration

providing guidance as the need arises

accessibility and willingness to help students with academic and career planning

Service

A faculty member must provide evidence of service to the University, College, and Department or, in the case of joint appointments, Departments. Among other things, this service may be shown by leadership

roles or membership in the committees of these academic units and by participation in such activities as lectures or panel discussions.

A faculty member is to participate in the activities of professional associations in political science and other relevant areas (for example, area studies or interdisciplinary organizations). Service in this area includes acting as an external referee for articles, books, and grants, and chairing sessions at professional meetings and conventions.

Profession-related community service will also be taken into account. This form of service is especially important for some political scientists due to the vital role that they can play in the political process of a democratic society.

Collegiality

Collegiality describes the willingness of an individual to work with colleagues in pursuing the business and objectives of the University, College, and Department or, in the case of joint appointments, Departments. Thus, evidence of collegiality will be found in one's own capacity for cooperation and in one's ability to balance one's own interests with those of one's colleagues and with the interests of the University, College, and Department(s).

February 2015