

Statement on Standards & Expectations for Tenure & Promotion in the Department of Government

May 2022

Approved by Government Department Tenured Faculty

Promotion to Associate Professor with Tenure:

Research

The primary evidence for scholarly achievement is a record of high quality publication reporting original research. Some successful candidates for promotion to tenure will bring to completion a major project of research and writing. Other successful candidates may have several related research projects that have generated publications. Some successful candidates will produce single-authored work. Other successful candidates will produce co-authored work. Other successful candidates will produce combinations of single and co-authored work. Evidence of research productivity will include publications of and writing in the form of a book, a monograph, or a series of related articles in peer-reviewed journals, where appropriate, supplemented by work published in other high-quality journals or edited volumes. The tenured members of the Department will arrive at a judgment as to the quality, significance, and scholarly contribution of the research, informed by their internal deliberations and the reports of external referees consulted as part of the formal tenure process.

In addition, candidates are expected to have evidence of work in progress that is suggestive of continuing high quality scholarly work and productivity post-tenure. Evidence of progress may include a funded grant proposal, significant data collection, unpublished working papers, conference papers, or book chapters, manuscripts under review at a peer-reviewed journal, or publications in journals or edited volumes. Although candidates have the right to specify the items included in the dossier, the Department believes that evidence of work in progress should be included in the tenure dossier.

Teaching

The Department of Government shares the University's commitment to pursuing excellence in teaching. The tenured members of the Department will arrive at a judgment of excellence in teaching, as informed by the candidate's Teaching Statement, the long-term trend in student teaching evaluations, which combine quantitative data with qualitative comments, syllabi, and reports submitted by other faculty who have co-taught with the candidate or who have reviewed the candidate's teaching through classroom visits. The Department will also consider any additional pedagogical materials submitted by the candidate, including the record of mentoring (e.g., student tutorials, theses, advising). The Department also understands that teaching excellence is often something that is achieved over time, as a professor learns the craft of teaching and develops their pedagogical skills.

Collegueship

The Department of Government believes that collegueship is intrinsically important insofar as it allows faculty to contribute to the University, the wider community of which it is a part, and to the profession. At the same time, it is instrumentally important in that it affords an opportunity to increase visibility and build a reputation among colleagues in other departments who may never have the opportunity to read a faculty member's publications. The tenured members of the Department will arrive at a judgment of excellence in collegueship, as informed by the candidate's intellectual and service contributions to the Department, to the University, and to other communities, including but

not limited to service on departmental and University committees, organizing and participating in departmental and University colloquia, participation in and service to professional associations, and similar activities.

Promotion to Full Professor:

A decision on promotion to full professor is taken mainly on the candidate's performance since tenure as a scholar, a teacher, and colleague (on teaching, see above). Candidates for promotion to full professor must bring to completion a major project of research and writing in the form of a book, a monograph, or a series of several related articles in peer reviewed journals. The significance and scholarly contribution of the research project will be determined by the tenured members of the Department and will be informed by the judgment of the external referees consulted as part of the formal promotion process.

Regarding collegueship post-tenure, candidates are generally expected to show an increase in the form of greater service to the department, University, and to other communities.

Additional Policies:

1. The Department will not give the same weight to works submitted for review, in progress, or under advance contract as it will to works that have already been published. Similarly, the Department will consider the quality of the press and/or journals in which the candidate's work is published. "Non-traditional scholarship" (as described in the April 29, 2011 Report of the Committee for the Evaluation of Non-Traditional Scholarship in Tenure and Promotion) will be evaluated in accordance with University policy should the candidate wish to submit such material for review. The senior faculty of the Government Department will determine what constitutes "non-traditional scholarship."
2. Following the Advisory Committee's regulation (1(1)(c)), candidates are expected to be clear and completely candid regarding the status of their projects when standing for tenure or promotion. The Advisory regulation provides: "Candidates are responsible for informing the department immediately of all changes, favorable or unfavorable, in the publication status of manuscripts listed on the vita as under review." Any deliberate misrepresentations of the scholarly record will weigh heavily in the Department's deliberations and may be considered sufficient cause for a negative decision.
3. Candidates should consult the Faculty Handbook for policies and procedures bearing on tenure and promotion decisions. These would include, in addition to the Academic Council By-Laws, those sections in the Handbook on: the Academic Council and its Committees, the Academic Council Guidelines, the Policies of the Advisory Committee, the Guidelines of the Review and Appeals Board, and the Policies of Academic Affairs. Candidates should also consult any statements on tenure policies or procedures that might be issued from time to time by the Office of Academic Affairs.

Covid Addendum, March 8, 2021

Scholarship: for tenure decisions this year (2020-21) and in following years, in judging whether there is “significant progress” on a second project, the inability to bring work to completion due to the pandemic should be given appropriate weight. For tenure decisions after this year, the department will take into account the ways in which progress towards meeting the Department’s standards may have been slowed by the pandemic. We encourage tenure track faculty to create a log of the problems they have encountered, and continue the log into the future until we return to a more normal research and teaching environment. The department will draw on these logs to determine whether further addenda to its tenure standards in the future are required. The logs should address not only setbacks to one’s scholarly program but also issues pertaining to teaching and collegueship.

Teaching: because faculty have been given the option of keeping their teaching evaluations private during semesters affected by the pandemic, the Department recognizes that there may be fewer evaluations to use to measure teaching effectiveness. We do not view this as a problem at this time; as our standard for teaching states, we view teaching excellence as multi-dimensional, involving a range of qualitatively different measures, and so we do not rely excessively on student evaluations of teaching. Although we recognize that the absence of evaluations means that there are likely to be discontinuities in the record of teaching effectiveness over time, we believe that the extension of the tenure clock makes this less of a problem, and our reliance on other measures of teaching effectiveness lessens the impact of any discontinuities. If efforts to control the pandemic are not effective, so that the disruption of university life become more or less permanent, we will undoubtedly have to rethink this issue, among many others.

Collegueship: because the pandemic has reduced our ability to mount the kinds of talks, seminars, and colloquia that are crucial to the intellectual life of the university, and has similarly affected the activities and opportunities to contribute to and participate in professional associations, we recognize that the level of intellectual and service contributions required for excellence in collegueship must be reduced during and immediately after periods of serious disruption.

