

CSS PROMOTION POLICIES

Approved by the Advisory Committee April 2021

All candidates should consult the Faculty Handbook for the general University policies and procedures bearing on reappointment, tenure and promotion decisions. In particular, candidates for promotion should note the Handbook's provisions regarding selection of a counselor to assist them in preparing their cases.

Expectations for Reappointment as Assistant Professor

Scholarship

The College of Social Studies (hereafter, CSS) expects a candidate for reappointment to have made significant progress on a research and publication program that promises to meet the expectations specified in the statement below on promotion to associate professor with tenure. Evidence of engagement with the broader scholarly community in forms such as conference presentations, participation in professional associations, and/or collaborative work will strengthen the scholarly component of a candidate's case but such engagement will not substitute for published scholarship.

Teaching

The CSS expects a candidate for reappointment to have demonstrated commitment to and sufficient progress toward excellence in teaching within the CSS and in any other departments or programs in which the candidate has taught classes. Evidence of commitment is understood to include the candidate's demonstrated willingness to assist in meeting the teaching needs of the CSS as determined by the co-Chairs and to participate in advising senior theses and essays within the CSS. The candidate's teaching evaluations constitute the primary evidence of teaching effectiveness, supplemented by course materials such as syllabi and writing assignments and, if relevant, direct observation of teaching performance by a teaching mentor or other colleagues.

Collegueship

The candidate for reappointment is expected to have participated actively in the intellectual and social life of the CSS and the University and to have demonstrated willingness to fulfill the duties incumbent upon members of the CSS and the University faculty. The candidate's service to a professional field(s) and intellectual contributions to public discourse are also recognized as contributions to collegueship.

Expectations for Promotion to Associate Professor with Tenure

Scholarship

The CSS expects a candidate for promotion to Associate Professor with tenure in the CSS to have completed a substantial body of scholarly work that makes a significant contribution to a discipline and/or to relevant interdisciplinary studies of social phenomena. The scholarship may take the form of a book or books, peer-reviewed articles and book chapters or some combination of these depending on the norms of the candidate's professional field(s). In addition, the candidate is expected to provide a detailed research statement describing the research program and progress in implementing it along with plans for future research to be included in the review process.

Evaluation of the candidate's record of scholarship will include the volume of scholarship as well as its quality and significance, as indicated by journal placement when relevant, assessments by the external reviewers, and any other relevant evidence. Primary emphasis will be placed on scholarship that has already been published or has been accepted for publication at the time of the tenure assessment. In addition, evidence of ongoing scholarly productivity and professional engagement, as indicated by the candidate's research in progress, conference participation, invited lectures, and other relevant activities will be considered.

A candidate for tenure in the CSS may engage in both disciplinary and interdisciplinary scholarship pertaining to social inquiry. Hence, the CSS may solicit external evaluations from interdisciplinary scholars as deemed appropriate based on the candidate's body of scholarship.

We recommend that the candidate be in regular communication with the research mentor regarding the pace, quantity, and quality of the scholarly record.

Teaching

The CSS expects the candidate to have demonstrated commitment to and excellence in teaching within the CSS and in other departments or programs in which the candidate has taught classes. Evidence of commitment is understood to include the candidate's demonstrated willingness to assist in meeting the teaching needs of the CSS as determined by the co-Chairs and to participate in advising senior theses and essays within the CSS. The candidate's teaching evaluations constitute the primary evidence of teaching effectiveness, supplemented by course materials such as syllabi and writing assignments and, if relevant, direct observation of teaching performance by the teaching mentor or other colleagues. The candidate is expected to provide a statement on teaching philosophy and practice that includes a discussion of efforts to address any significant student concerns, if relevant, to be included in the review process.

We recommend that the candidate be in regular communication with the teaching mentor to help in interpreting the teaching evaluations and to make suggestions for improvements in teaching.

Colleagueship

The CSS expects the candidate for tenure to have participated actively in the intellectual life of the CSS and the University and to have demonstrated willingness to share in the duties incumbent upon members of the CSS and the University faculty. The CSS will also recognize service to a professional field(s) and intellectual contributions to public discourse as contributions to colleagueship.

Expectations for Promotion to Full Professor

Scholarship

The CSS expects a candidate for promotion to Full Professor in the CSS to have continued on a clear trajectory of scholarly activity culminating in a substantial body of completed work published or accepted for publication after tenure that makes significant contributions to scholarship in a discipline and/or interdisciplinary fields. The scholarship may take the form of a book or books, peer-reviewed articles and book chapters or some combination of these depending on the norms of the candidate's professional field(s). In addition, the candidate is expected to provide a detailed research statement describing the research program along with plans for future research to be included in the review process.

Evaluation of the candidate's record of scholarship will include the volume of scholarship as well as its quality and significance, as indicated by journal placement when relevant, assessments by the external reviewers, and any other relevant evidence. Primary emphasis will be placed on scholarship that has already been published or has been accepted for publication at the time of the review. In addition, evidence of ongoing scholarly productivity and professional engagement, as indicated by the candidate's research in progress, conference participation, invited lectures, and other relevant activities will be considered.

A candidate for promotion to Professor in the CSS may engage in both disciplinary and interdisciplinary scholarship pertaining to social inquiry. Hence, the CSS may solicit external evaluations from interdisciplinary scholars as deemed appropriate based on the candidate's body of scholarship.

Teaching

The CSS expects the candidate to have demonstrated continued commitment to and excellence in teaching within the CSS and in other departments or programs in which the candidate has taught classes. The teaching record should display performance consistent with or better than that established at the time of the candidate's standing for tenure.

Collegueship

The CSS expects the candidate for promotion to have continued active participation in the work and intellectual life of the CSS and the University at a level consistent with or better than that presented at the time of tenure and to have demonstrated willingness to share in the duties incumbent upon tenured members of the CSS, including administrative duties within the CSS, and the University faculty. The CSS recognizes service to one's professional field(s) and intellectual contributions to public discourse as contributions to collegueship.