

AFRICAN AMERICAN STUDIES PROGRAM: Tenure and Promotion Expectations

Approved by the Advisory Committee 2015

All candidates should consult the Faculty Handbook for policies and procedures bearing on tenure and promotion decisions.

EXPECTATIONS FOR TENURE AND PROMOTION TO ASSOCIATE PROFESSOR

SCHOLARSHIP:

Candidates standing for tenure in the African American Studies Program will have completed a substantial body of scholarly work that will make a significant contribution to the field. We expect candidates to have completed a first project. Normally, this would take the form of a published book or a completed book manuscript accepted for publication. In some instances, the first project may take the form of a substantial set of related essays—that are similar in contribution to a book—that have been published in or accepted by appropriate, highly respected peer-reviewed journals. We expect candidates to have begun planning and researching a second project. We expect that candidates will have participated actively in the professional discussions appropriate to their fields, in the form of conferences, symposia, invited lectures, and other venues of scholarly dissemination of ideas.

The African American Studies Program recognizes that interdisciplinary work is by definition work that challenges established disciplinary practices. Where and when appropriate, the Program will especially solicit external evaluations from interdisciplinary scholars. In every case, the Program will assess all external evaluators' comments with appropriate regard for the disciplinary or interdisciplinary approaches they evince.

We recommend that the candidate be in regular communication with his or her mentor regarding the pace, quantity, and quality of the artistic/scholarly record.

TEACHING:

Candidates standing for tenure in the African American Studies Program will have a record of success and excellence in teaching that will be reflected in the student evaluations of the courses taught, by the quality and imaginativeness of the syllabi, by the candidate's teaching statement, and by other evidence as appropriate, including the Program's solicitation of letters by former students.

COLLEAGUESHIP:

Candidates standing for tenure in the African American Studies Program will have participated fully in the Program's cultural and intellectual life as well as its administrative processes. We expect that candidates will have been good citizens of the University through participation in the intellectual life

of the community, which includes either having served on University committees, given public lectures, participated in seminars, or other such activities. We also expect evidence of service to the profession through participation in organizations, evaluation of manuscripts, and other such activities.

EXPECTATIONS FOR PROMOTION TO PROFESSOR

SCHOLARSHIP:

Candidates standing for promotion to Professor in the African American Studies Program will have continued on a discernible upward trajectory of substantial scholarly work and engagement with their field[s]. We expect candidates to have completed or neared completion of a second project, at least, that will be: a published book, a book manuscript accepted for publication, or a completed book-length manuscript. Alternatively, the candidate may have published several substantial and related scholarly articles—that are similar in contribution to a book—in highly respected peer-reviewed journals. These articles may constitute a set of related scholarly essays, evidence of significant progress towards a second or next book, or a substantial body of work that makes a major contribution to a field or fields.

TEACHING:

Candidates standing for promotion to Professor in the African American Studies Program will have a record of continued success and excellence in teaching that is at least equivalent to their teaching prior to tenure. This will be assessed by the student evaluations of the courses taught, by the quality and imaginativeness of the syllabi, by the curricular contributions to the program's curriculum, by the candidate's teaching statement, and by other evidence as appropriate.

COLLEAGUESHIP:

Candidates standing for promotion to Professor in the African American Studies Program will have participated fully in the Program's cultural and intellectual life as well as its administrative processes. We normally expect that candidates will have served in appropriate administrative positions such as Chair or Program Director; equivalent evidence of collegueship may take the form of work on University committees. We continue to expect that they will have been good citizens of the University through participation in the intellectual life of the community. We also expect evidence of even more service to the profession through participation in organizations, evaluation of manuscripts, and other such activities.