

Expectation for Tenure and for Promotion to Professor College of East Asian Studies

This document contains the expectations of the College of East Asian Studies for promotion to Associate Professor with tenure, and to Full Professor. Candidates should also consult the *Faculty Handbook*, as well as President Bennet's May 2005 statement on tenure and promotion, and his January 2006 letter to department chairs entitled "Tenure and Promotion Expectations."

Associate Professor with Tenure

Scholarship

In order for candidates to be recommended for tenure by the College, they must demonstrate strong evidence that they are making a meaningful contribution to ongoing scholarly conversations within their fields of expertise and that they are likely to continue making such contributions in the future. By the time of the tenure review, we normally expect candidates to have an unconditionally accepted book manuscript of high quality that will be published in print or electronic form by a well-regarded scholarly press that uses peer review as part of the process for paper or digital publication. In addition, candidates are expected to have a few articles in reputable journals or book chapters in edited volumes, all of which should be of excellent quality. Occasionally, a substantial body of articles of outstanding quality in highly reputable, peer-reviewed journals and important edited volumes, that together constitute a significant addition to a field, may be used to demonstrate the candidate's scholarly impact on his or her field in lieu of an accepted book manuscript.

We also expect evidence of face-to-face activities, such as participation in conferences and on panels at professional meetings. In addition, we strongly encourage candidates to show evidence of other professional activities, such as submitting applications for and obtaining extra-mural fellowships and awards. Ideally, some of the candidate's articles, conference presentations, or successful fellowship applications will be in areas pointing to the candidate's next major project.

Candidates will be evaluated for reappointment at appropriate stages before tenure; however, judgment on tenure will be based on the candidate's whole dossier up to the tenure review and will be informed by external reviews collected at the time of the tenure review.

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

Teaching

The College expects the candidate to demonstrate commitment to and excellence in teaching in courses for the College and in any other departments or programs to which

the candidate has formal responsibilities. Course syllabi should display thoughtful and stimulating design appropriate to the level and type of the course. The candidate's teaching evaluations and other evidence of teaching performance should show strong indications of effective teaching; remarks in the narrative section of student evaluations should demonstrate that students have learned from and appreciated the candidate's courses and teaching. The candidate's statement on teaching should include evidence of an effort to address any significant student concerns, should there be any.

Colleagueship

The College expects the candidate for tenure to have participated actively in College business and in the intellectual work of the University. The College also recognizes service at the university level and to one's professional fields; intellectual and service contributions to programs within the University; and service in the larger community as valuable contributions in this category of evaluation.

Full Professor

Scholarship

The scholarly work relevant in the case of promotion to full professor is that completed since the granting of tenure. Materials considered in the review for tenure cannot be used in the review. However, scholarship that was begun prior to tenure, but that played little role in the tenure decision because it was not yet complete enough for review can be considered in the review for promotion to full professor.

In order for candidates to be recommended for promotion to full professor by the College, they must demonstrate strong evidence that they are continuing to make meaningful contributions to ongoing scholarly conversations within their fields of expertise and that they are likely to continue making such contributions in the future. By the time of the promotion review, we normally expect candidates to have an unconditionally accepted book manuscript of high quality that will be published in print or electronic form by a well-regarded scholarly press that uses peer review as part of the process for paper or digital publication. In addition, candidates are expected to have a few articles in reputable journals or book chapters in edited volumes, all of which should be of excellent quality. Occasionally, a substantial body of articles of outstanding quality in highly reputable, peer-reviewed journals and important edited volumes, that together constitute a significant addition to a field, may be used to demonstrate the candidate's scholarly impact on his or her field in lieu of an accepted book manuscript.

We also expect evidence of face-to-face activities, such as conferences and participation on panels at professional meetings. In addition, we strongly encourage candidates to show evidence of other professional activities, such as submitting applications for and obtaining extra-mural fellowships and awards.

Teaching

The College expects the candidate to demonstrate continued commitment to and excellence in teaching in the College, and in any other departments or programs to which the candidate has formal responsibilities. The teaching record should display success consistent with or better than that which formed a part of the candidate's case for tenure, keeping in mind that if the candidate has taken on courses presenting greater pedagogical challenges since tenure, the criteria of success need to be adjusted accordingly.

Colleagueship

The College expects the candidate for promotion to have participated actively in the work and intellectual life of the University post-tenure and to have demonstrated her or his interest in fulfilling the duties incumbent upon tenured members of the College and the University faculty, for example by chairing the College or serving on University committees. The College also recognizes service to one's professional fields, intellectual contributions to Programs within the University as well as beyond the academy, and service in the larger community as valuable contributions in this category of evaluation.

Approved by the Advisory Committee on January 23, 2015.