

College of Design and Engineering Studies (CODES)

Expectations for Reappointment, Tenure, and Promotion

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At Wesleyan, teaching, scholarship, and collegueship are the three basic criteria for reappointment, tenure, and promotion. They are described in the Faculty Handbook and in the Presidential Statement on the Conferral of Tenure and on the Promotion to Tenured Full Professor. Within these general guidelines, the College of Design and Engineering Studies (CoDES) has established two complementary sets of expectations for scholarship. The first, a shared set of expectations, frames and complements the second, an individuated set of expectations for scholarship in each of three pathways. A faculty mentor or mentoring committee, chosen in consultation with the candidate, will regularly meet with the candidate to provide guidance in achieving the candidate's goals for both scholarship and teaching.

While CoDES resides administratively in Division III (Natural Sciences and Mathematics), the College leadership, faculty, and curriculum span across all three academic divisions. In addition, the proposal to create CoDES notes the necessity that the college "report to and collaborate with deans from all three divisions." It follows that the expectations for Tenure and Promotion for CoDES faculty should reflect those that currently exist across the three academic divisions of the University. Recognizing that there is a range of forms for the demonstration of excellence in Scholarship, each framework represents expectations that are aligned with those of a particular academic area represented within CoDES: (1) Design as Research, (2) Research in Design and Engineering Studies, and (3) Engineering and Applied Science Research.

The pathway a candidate pursues for reappointment, promotion with tenure, or promotion to Full Professor is established at the time of their initial academic appointment, i.e. as an Assistant Professor of Design, an Assistant Professor of Design and Engineering Studies, or an Assistant Professor of Engineering and Applied Science. Because the pathways have bearing on the expectations for scholarship, a change in pathway is subject to approval by

mutual agreement of the candidate, CoDES leadership, and Academic Affairs. In all cases, we recommend that the candidate be in regular communication with their mentor or mentoring committee regarding the pace, quantity, and quality of the research.

As a multi-disciplinary academic body, CoDES includes faculty holding appointments within the college as well as faculty in a range of voluntary affiliations (Core, Affiliate, or Courtesy, as described in section 8.2 of the faculty handbook). The expectations described in this document have no bearing on faculty in voluntary affiliations with CoDES; they are drafted specifically and exclusively for tenure track faculty whose academic appointment is within CoDES.

Scholarship

The College of Design and Engineering Studies encourages each candidate applying for reappointment, promotion with tenure, or promotion to Full Professor to pursue a specific and rigorous research agenda, demonstrate a record of strong scholarly achievement, and show promise of continuing productivity post-evaluation.

Promotion to Associate Professor with Tenure (all Pathways)

A candidate for promotion to tenure will have brought to completion a substantial body of high-quality scholarly work since appointment, the precise form of which is shaped by the scope of their research, the standards and expectations established in their field(s) of scholarship, and the pathway guidelines pertinent to their appointment, as outlined in this document. In addition, candidates are expected to demonstrate a strong foundation for the continuation of their scholarly work post-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.

The candidate is responsible for providing evidence, not only of scholarship but also the quality of scholarship for each submission under consideration. For collaborative work included in the dossier, it is important for the candidate to clearly identify their contributions and situate the work in the context of their own research focus. Because interdisciplinary work often challenges established disciplinary practices, the college may

solicit its external referee letters from interdisciplinary scholars where and when appropriate. The overall evaluation of scholarship will be based both on the outside referee letters and on the CoDES faculty's assessment of the dossier. This appraisal should indicate that the level of the candidate's work is consistent with the high caliber of professional accomplishment across the university and in comparable institutions.

Pathway I: Design as Research

Candidates holding the position of Assistant Professor of Design at the time of review for promotion with tenure will have brought to completion at least one major design project, commission, publication, or a collection of interrelated work commensurate with a major project in scope and depth. In design fields, a high level of design research is both the foundation of excellence in scholarship and the basis for the highest level of teaching. The usual evidence of creative accomplishment in design consists of commissioned works, exhibitions, and publication of work or writing in recognized periodicals, catalogs, and books. Such evidence typically would include private or public commissioned works of design, complete or in process (with consideration given to means of selection), participation in group exhibitions, juried competitions, or commissioned studies. Secondary evidence might include professional awards and fellowships, public lectures, invited workshops, professional consulting, publication of reviews of work, or inclusion in articles in recognized publications such as newspapers, professional journals, catalogs, and books.

Pathway II: Research in Design and Engineering Studies

Candidates holding the position of Assistant Professor of Design and Engineering Studies at the time of review for promotion to tenure will have brought to completion a high quality, major project of research and writing in the form of a book, a monograph, or a series of several related research projects that have generated peer reviewed publications. Candidates for tenure in CoDES as scholars of the history and theory of technology may present scholarly work that is primarily located within a discipline or may present work that in whole or in part contributes to an interdisciplinary field of study or represents an interdisciplinary approach to established disciplines that the work brings into dialogue.

Pathway III: Engineering and Applied Sciences Research

Candidates holding the position of Assistant Professor of Engineering and Applied Science at the time of review for promotion to tenure will have a record of significant publications reporting original research performed while on the faculty at Wesleyan and published in the leading peer-reviewed journals in the candidate's field. We expect the candidate to seek external funding and resources sufficient to sustain the candidate's research program; external funding awards also demonstrate support from the scholarly community. Additional evidence for scholarly achievement may include patents, establishing on-campus research facilities, collaborative research with industrial or academic partners, organizing workshops, conferences or symposia, prizes recognizing the candidate's scholarship, monographs, textbooks, peer-reviewed pedagogical or review articles, invited talks, and invited articles.

Promotion to Full Professor (All Pathways):

In accordance with the "Presidential Statement on the Conferral of Tenure and on the Promotion to Tenured Full Professor," the College expects each candidate for promotion to Full Professor to demonstrate continued excellence in research that indicates evolving depth and rigor post-tenure. Evidence for such continued excellence will usually take the form of a second major design project (*Pathway 1*), a second major research project (*Pathway 2*), or additional peer-reviewed, original research in conjunction with continued efforts to seek extra-mural funding (*Pathway 3*). For all pathways, the research completed since tenure is expected to be commensurate with that submitted for tenure review.

Teaching

The college expects the candidate to establish a record of excellence in teaching in a range of CoDES courses, including introductory and advanced levels. Excellence in teaching in CoDES should include interdisciplinary and project-based teaching. The candidate should successfully mentor Wesleyan students in research and capstone projects, which may take the form of senior thesis tutorials. The evaluation of the candidate's teaching will include the standard student teaching evaluations, collected by Academic Affairs, as well as peer evaluations by CoDES core faculty, and an assessment of teaching and mentoring outside of the classroom. Additional evidence for teaching excellence includes the development of new courses, pedagogical improvements, participation or presentations in educational conferences, and strengthening of teaching infrastructure.

Promotion to full professor:

In accordance with the “Presidential Statement on the Conferral of Tenure and on the Promotion to Tenured Full Professor”, continued excellence in teaching is expected for promotion to full professor. As detailed in our standards for tenure, excellence in post-tenure teaching is evidenced by interdisciplinary and project-based teaching at introductory and advanced levels, mentoring Wesleyan students in research and capstone projects, and may include the development of new courses or other pedagogical improvements that strengthen the CoDES teaching infrastructure.

Colleagueship

Evidence of good colleagueship includes providing consultation and discussions with faculty across the college and university, sharing in the administrative workload of the college, and, when called upon, of the university. Other forms of colleagueship and service, both within and beyond the university will be considered.

Promotion to full professor:

Since it depends on the outcome of general university elections, service in the standing committees of the university is desirable, but not a condition for promotion to full professor. In accordance with the “Presidential Statement on the Conferral of Tenure and on the Promotion to Tenured Full Professor”, continued contributions to the collegial life of the college and the university are expected.