

**Wesleyan University
Department of Economics
Standards for Tenure and Promotion**

**Adopted March 2015
Approved by the Advisory Committee 2015**

Overview

According to the Wesleyan Faculty Handbook, scholarship, teaching and collegueship are the three criteria for evaluation of cases for tenure and promotion. Candidates are advised to consult the relevant sections of the Handbook (in particular, Part V of the Academic Council By-Laws (“Faculty Appointment Contracts”) and the relevant sections of the Academic Council Guidelines). Within the framework set out in the Handbook, the Department utilizes the following standards and procedures for evaluating cases for tenure and promotion. This revision applies to those members who have come to campus after July of 2015.

Promotion to Associate Professor with Tenure

Scholarship

The tenured members of the Department will evaluate the candidate’s record of scholarship. They will consider written assessments from external reviewers who have been chosen according to the procedures prescribed in the Faculty Handbook. The Department will not select evaluators who have previously written in support of the candidate’s initial appointment, or those who have regularly co-authored work with the candidate. These restrictions do not apply to the candidate’s suggestions for outside reviewers.

In keeping with the guidelines established in the Handbook, the Department will evaluate the candidate’s scholarship not only for established accomplishments, but also for promise of future productivity and intellectual growth. In addition to published work, the Department will acknowledge the candidate’s wishes to include unpublished research, such as working papers, manuscripts, technical reports, and proposed research (such as projects summarized in grant proposals) -so long as unpublished work can be evaluated by external authorities. The candidate should accompany these supplementary materials with a statement that describes the candidate’s research program, summarizes the work already accomplished, and discusses new projects in that context.

In evaluating the candidate’s case for tenure, the Department will generally put greater weight on published research, and will emphasize publications in recognized scholarly outlets. In evaluating published and unpublished work, the Department will generally consider the volume of work completed, the quality of publication outlets, and the significance of the candidate’s research as assessed by the external reviewers. There is no prescribed number of publications,

since the Department considers many other pieces of evidence. The outlets for published work need not be the top general journals in economics, per se; highly regarded field journals are appreciated at a pace that averages close to one publication per year. The Department will also consider the candidate's record of invited talks and participation in professional conferences as evidence of continuing scholarly engagement and productivity.

The candidate should be in regular communication with his or her mentors regarding the pace, quantity, and quality of the artistic/scholarly record as well as teaching experiences.

It is imperative that the candidate submit his or her research dossier to the Department chair at least two weeks prior to the date on which the dossier is to be sent to the external reviewers, so that the packet can be checked for completeness and correct form by the Department and Academic Affairs. The candidate should consult the Department chair regarding any questions about the form or content of the dossier.

Teaching

The Department requires evidence of teaching effectiveness both in courses involving the candidate's areas of expertise and in required courses in the Economics curriculum, such as introductory and core courses. The candidate's teaching record will be evaluated primarily on the basis of student evaluations of the candidate's regularly scheduled classes; the Department will rely primarily on evaluations that include narratives so that we are not relying exclusively on "check-off" metrics.

The department may also consider the range of courses and the total number of students taught by the candidate. The candidate is encouraged to write a statement regarding his or her approach to teaching and explaining particular issues that have arisen in the candidate's courses. In addition, the candidate may invite testimonials concerning teaching effectiveness from individual students or colleagues within or outside of the Department for inclusion in the dossier. These will not carry the same weight as the standard teaching evaluations. Finally, the candidate's teaching dossier may include course syllabi and other indications of the candidate's pedagogical efforts and innovations.

Colleagueship

Evidence of good colleagueship includes assistance given to other faculty members' research or teaching efforts, conscientious participation in advising responsibilities and in the Department's administrative duties and recruiting efforts, regular attendance at scheduled Department meetings, and participation in the Department's research seminar. The Department will also consider verifiable evidence of colleagueship outside of the Department, such as service on University committees, and outside of the University, such as refereeing for professional journals, membership in professional editorial bodies or grant review bodies, and participation on established advisory panels and external review committees.

Promotion to Full Professor

Candidates for promotion to full professor are expected to have shown sustained productivity and development in the three canonical areas of scholarship, teaching and collegueship. Working papers and “work in progress” can be evidence of predictably sustained productivity in scholarship that will continue past promotion. Demonstrated excellence in the underlying tenants of successful teaching in the Wesleyan classroom, including responsiveness to changing student composition and innovative teaching techniques and methodologies, as appropriate, is expected. Commitment to collegueship within the Department, across the University, and increasingly through engagement with the economics community broadly defined should be offered and expected as a matter of course. Continued consultation with scholarship and teaching mentors even on collegueship is encouraged. .

The Department will elicit external assessments of the candidate’s scholarship since tenure, following the procedures detailed in the Faculty Handbook. In assessing the candidate’s continued development in the canonical areas, the Department recognizes that variations in year-to-year performance may be concomitant with learning new skills or pursuing new areas of academic endeavor.