

## *Department of English*

### **Expectations for Tenure**

Revised April 27, 2015  
Adopted by Advisory Committee March 2015

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

The Department is careful to hire scholar-writer-teachers who seem likely to attain tenure at Wesleyan. There is no guarantee that they will, but the Department does its best to guide tenure-track colleagues toward tenure. During the first year of service, the tenure-track colleague will choose a mentor. The mentor will introduce the new colleague to Wesleyan, advise on all areas of academic life, and consult regularly with her or him to discuss matters such as scholarship, teaching, collegial obligations, and the allocation of time and energy. In addition, the mentor will work with the tenure-track colleague on the second- and fifth-year reviews. For key personnel decisions (reappointment, tenure, promotion to full professor), the candidate may also choose a counselor, who may or may not be the same person as the mentor.

#### **Scholarship**

The Department expects scholars standing for tenure to have completed a substantial body of high-quality scholarly work that will make a significant contribution to the field. In most cases this will take the form of a published book or book manuscript that has already been peer-reviewed and accepted for publication, but a finished book manuscript that can be submitted as it stands for publication will be considered if the dossier also contains a substantial number of peer-reviewed published essays. In certain cases a candidate's dossier of scholarship may consist of a book-length set of related essays, of which a majority have been published or fully accepted for publication by peer-reviewed journals or well-regarded venues. We expect that candidates will have participated in professional discussions and contributed to activities appropriate to their fields. These may include conferences, symposia, invited lectures, editing, and other scholarly pursuits. Furthermore, we expect candidates to have begun work on a second project. In addition to a clear statement of a viable research agenda, evidence of such work might include conference presentations, lectures, or, in some cases, published or submitted articles.

The Department expects that creative writers standing for tenure will have completed a substantial body of creative writing ready to be evaluated by colleagues inside and outside the university. We prefer to judge a published book or book manuscript that has already been evaluated and fully accepted for publication, but are willing to consider a finished book manuscript. In certain cases, a set of shorter creative works (for instance, stories, creative non-fiction pieces, poems), equivalent in scope to a book-length work, of

which a majority appear in or have been fully accepted by creative writing magazines, journals, or other publications, will also be considered. We expect that candidates will have participated in professional events and contributed to activities appropriate to their fields. These may include readings, conferences, symposia, invited lectures, editing, and other relevant pursuits. Furthermore, we expect candidates to have begun work on a second project. In addition to a clear statement of artistic purpose, evidence of such work might include readings, lectures, conference papers, and, in some cases, publication.

Some candidates for tenure may be both creative writers and scholars, and in those cases both sets of expectations outlined above will apply, though not necessarily in equal parts. However, we expect that the scholarship or creative writing produced, considered as a whole, will be equivalent to a book-length project.

In certain fields of creative writing, such as playwriting, screenwriting, or performance poetry, book-length publication is not usual. If the Department hires such a creative writer in the future, we will modify these expectations with the standards of the field in mind.

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**

The Department expects candidates to be accomplished teachers, able to document their significant achievements in the classroom with evaluations and syllabi. We encourage candidates to write a statement that reflects on their development as teachers, including their efforts to respond to challenges they may have encountered in the classroom. The Department expects each candidate to teach courses in accordance with departmental needs.

### **Colleagueship**

The Department expects candidates for tenure to be active and engaged colleagues who take part fully in the work and intellectual life of the Department, the University, and the scholarly or creative writing community. Colleagueship may include service on committees, attendance and/or participation in lectures, panels, colloquia, readings, and conferences; and other professional activities, such as evaluating manuscripts.

## **Expectations for Promotion to Full Professor**

April 27, 2015

Adopted by Advisory Committee March 2015

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

### Scholarship

The Department understands the requirement for “significant additional scholarly and/or artistic accomplishments” (as indicated in “The Presidential Statement on the Conferral of Tenure and on the Promotion to Tenured Full Professor”) to entail a post-tenure project comparable to the “substantial body of scholarly and/or artistic work” required for tenure.

In cases of scholars standing for promotion, this will most often take the form of a published book or book manuscript that has been accepted for publication. In certain cases a candidate’s dossier of scholarship may consist of a book-length set of essays, of which a majority have been published or fully accepted for publication by peer-reviewed journals or well-regarded venues. We expect that candidates will have participated in professional discussions and contributed to activities appropriate to their fields. These may include conferences, symposia, invited lectures, editing, and other scholarly pursuits.

In cases of creative writers standing for promotion, the Department will usually expect to review a published book or book manuscript that has already been evaluated and fully accepted for publication. In certain cases, a set of shorter creative works (for instance, stories, creative non-fiction pieces, poems), equivalent in scope to a book-length work, of which a majority appear in or have been fully accepted by creative writing magazines, journals, or other publications, will also be considered. We expect that candidates will have participated in professional events and contributed to activities appropriate to their fields. These may include readings, conferences, symposia, invited lectures, editing, and other relevant pursuits.

### Teaching

In keeping with “The Presidential Statement on the Conferral of Tenure and on the Promotion to Tenured Full Professor,” the Department expects that the record of a candidate for promotion will show “teaching that maintains or improves upon the accomplishments attained prior to the conferral of tenure.” The Department does not consider the quantitative results of student evaluations to be the only evidence of excellence in teaching and will evaluate in addition a candidate’s courses, syllabi, and teaching statement.

## Colleagueship

The Department expects candidates for promotion to Full Professor, like candidates for promotion to tenure, to be active and engaged colleagues who take part fully in the work and intellectual life of the Department, the University, and the scholarly or creative writing community. Colleagueship may include service on committees, attendance and/or participation in lectures, panels, colloquia, readings, and conferences; and other professional activities.