

January 21, 2010
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STATEMENT ON TENURE AND PROMOTION
Department of German Studies
Approved by Advisory Committee March 2015

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

Expectations for Promotion to Associate Professor with Tenure

Candidates standing for tenure will be expected to have completed a book-length work of original scholarship that has been published or accepted for publication by a reputable press. Substantial translations of works of literary merit that represent contributions to German Studies and have been published or accepted for publication by reputable presses also qualify. These may be works in any of the three principal literary genres (poetry, fiction, or drama), as well as works of scholarship. The Department will also expect evidence of continuing scholarly productivity and promise. This evidence may include articles and essays in scholarly publications as well as in other journals of recognized intellectual quality; editorial work, reviews and review essays; commissioned translations; participation in scholarly conferences and symposia, and clearly articulated plans for future research.

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.

The German Studies Department prizes good teaching and will expect successful candidates to demonstrate pedagogical excellence. Excellence will be measured by student evaluations, by the quality of syllabuses and other materials, and by the testimony of colleagues who have co-taught with the candidate or observed his or her teaching. Candidates will be expected to demonstrate creativity by designing new, challenging courses and flexibility by teaching courses that enable the Department to offer a curriculum of high quality and coherence. Teaching duties include directing senior essays and honor theses and offering group and individual tutorials as needed.

Tenure-track colleagues will also be expected to participate fully in the life of the Department and the University by advising majors and pre-majors, participating in meetings, serving on committees, performing other regular and ad hoc administrative duties, and organizing or helping to organize programs of intellectual merit.

Expectations for Promotion to Full Professor

Candidates for promotion to Professor of German Studies will be expected to have produced a significant body of scholarly work that goes beyond the scope of the work presented at the time of tenure. Such productivity will normally mean a second scholarly publication in book form, but may also comprise published articles and essays that form a coherent or compelling body of work, as well as translations of high quality. Continued excellence in teaching, judged according to the criteria mentioned for tenure to be equally good or better, and a higher level of service to the Department and to the University will also be expected.