

This document contains the Philosophy Department's expectations for promotion to Associate Professor with tenure, and promotion 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."

### **The Philosophy Department's Tenure Expectations**

#### **With Respect to Scholarship:**

What matters most for scholarship in the Philosophy Department is producing work of high quality, that is, work that is philosophically significant. In making recommendations for promotion and tenure, the Department, informed by outside experts, is the judge of whether work is philosophically significant or not.

Work in philosophy typically takes the form of articles (published in journals or scholarly collections) or books. In cases in which a book is the principal basis for tenure, the Department normally expects that a successful candidate will present a fully completed book manuscript of genuine philosophical significance that has ideally been published, or is in production, by a peer-reviewed press at the time the candidate submits dossier materials for tenure consideration. Otherwise, the Department normally expects that a successful candidate will present a significant number of high-quality articles, some of which will have been published in peer-reviewed journals or collections, and some accepted in peer-reviewed journals or collections. In all cases, the Department will take into account changes to the publication status of items in the dossier that take place prior to its formal vote on the case.

Philosophical significance and not the number of publications is what is most important; having said this, some typical patterns for a successful case are: 5-7 articles, or a completed and accepted book manuscript and 1-2 articles. In addition, the Department expects that successful candidates for tenure will have a clear and promising direction for their continuing research that is spelled out in a detailed research statement and evident in ongoing work (for example, in extramural grant applications, or articles or chapters in progress). We recommend that the candidate be in regular communication with his or her mentor regarding the pace, quantity, and quality of publications.

Adopted by the Department in February, 2006  
Revised by the Department in December, 2008  
Revised by the Department in January, 2012

#### **With Respect to Teaching:**

The Department expects the candidate to demonstrate commitment to the highest quality of teaching through thoughtful pedagogical engagement and reflectiveness on feedback from students, colleagues, and peers. Course syllabi should be clear and present diverse material appropriate to the level and type of the course. The candidate's teaching evaluations as well as classroom observation will be considered in determining 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 reasonable student concerns, should there be any.

#### **With Respect to Collegueship:**

The Department expects the candidate for tenure to have participated actively in Departmental business and the intellectual work of the University. The Department also recognizes service at the University level and to the profession, intellectual and service contributions to Programs within the University as well as beyond the academy, and service in the community as valuable contributions in this category of evaluation.

Revised by the Department September, 2014  
Approved by the Advisory Committee January 23, 2015

## **The Philosophy Department's Expectations For Promotion to Full Professor**

### **With Respect to Scholarship:**

What matters most for promotion to full professor in the Philosophy Department with regard to scholarship is producing work of high quality, that is, work that is philosophically significant. In making recommendations for promotion to full professor, the full professors of the Department, informed by outside experts, are the judge of whether work is philosophically significant or not.

Relevant in the case of promotion to full professor is work in philosophy 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.

Work in philosophy typically takes the form of articles (published in journals or scholarly collections) or books. In cases in which a book is the principal basis for promotion to full professor, the Department normally expects that a successful candidate will present a fully completed book manuscript of genuine philosophical significance that has either been published, or is in production, by a well-regarded press at the time the candidate submits materials for promotion to full professor consideration. Otherwise, the Department normally expects that a successful candidate will present a significant number of high-quality articles, some of which will have been published in well-regarded peer-reviewed journals or collections, and some accepted in well-regarded peer-reviewed journals or collections.

Philosophical significance and not the number of publications is most important; having said this, some typical patterns for a successful case are: 5-7 articles, or a completed and accepted book manuscript and 1-2 articles. In addition, the Department expects that successful candidates for promotion to full professor will have a clear and promising direction for their continuing research that is spelled out in a detailed research statement and evident in ongoing work (for example, in extramural grant applications, or articles or chapters in progress).

### **With Respect to Teaching:**

The Department expects the candidate to demonstrate commitment to the highest quality of teaching through thoughtful pedagogical engagement and reflectiveness on feedback from students and colleagues. The teaching record should usually display performance consistent with or better than that which formed a part of the candidate's case for tenure.

### **With Respect to Collegueship:**

The Department expects the candidate for promotion to have participated actively in the work and intellectual life of the University and to have demonstrated her or his interest in fulfilling the duties incumbent upon tenured members of the Department and the University faculty, for example by chairing the department or serving on University committees. The Department 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 community as valuable contributions in this category of evaluation.

Revised by the Department September, 2014

Approved by the Advisory Committee January 23, 2015