

**STATEMENT ON EXPECTATIONS FOR PROMOTION TO ASSOCIATE
PROFESSOR WITH TENURE
AND PROFESSOR**

RUSSIAN, EAST EUROPEAN, AND EURASIAN STUDIES PROGRAM

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

In evaluating candidates for promotion, the Russian, East European, and Eurasian Studies (REES) Program bases its evaluation on three criteria: scholarly achievement and promise; excellent teaching; and a demonstrated commitment to serving the department, the university, and the academic community beyond Wesleyan. The issue of quality is the crucial factor in all three categories. The program reserves the right to make its own determination as to the quality of work submitted for review.

In order to help tenure-track faculty set reasonable goals, we have prepared the following set of general guidelines.

Scholarship

Minimal expectations for tenure customarily include a completed book-length work of original scholarship that will, in the program's judgment, make a lasting contribution to the candidate's field. There should be additional evidence of scholarly accomplishment, such as articles published or accepted for publication in reputable, refereed journals; peer-reviewed translations; or edited books. The program prefers that the book-length work of original scholarship be accepted for publication by a reputable press at the time of review for tenure, and urges the candidate for promotion to work diligently to that end. We also encourage tenure-track faculty to present their research at scholarly conferences and meetings of learned societies and to share their work with both junior and senior colleagues within and beyond the program and the university.

Scholarship published in the early stages of one's career usually develops out of the doctoral dissertation. In assessing candidates for promotion, however, the program expects to find evidence of substantial progress beyond the dissertation and signs of new thinking and research while at Wesleyan. It is desirable that by the time of review for tenure, the candidate has begun to develop a new research project beyond the first book.

Examples of other evidence of scholarly accomplishment and promise that may be taken into consideration are lectures (both within and outside Wesleyan), grant applications, and work in progress that can be evaluated in written form. Work published in venues such as newspaper op-ed pages and blogs may enhance a candidate's portfolio, but will be considered ancillary to scholarship published by academic presses or in peer-reviewed journals (including online peer-reviewed journals).

We recommend that the candidate be in regular communication with his or her mentor regarding the pace, quantity, and quality of the scholarly record.

We understand that tenure-track faculty may choose to publish or present their scholarship outside of North America, and encourage them to do so when appropriate, but we also remind them that most of the experts whose opinion the program will solicit in evaluating them for promotion will work within the United States. The candidate should be aware that the program's evaluation of his or her scholarship will take into account the assessments of these outside experts.

Teaching

We expect candidates for tenure to demonstrate excellence in teaching. When relevant, this would include Russian language as well as Russian literature and culture, in both the original language and in translation. In our assessment of teaching, we take into consideration the candidate's own teaching statement and course descriptions and syllabi, student evaluations, comments from colleagues who have co-taught with the candidate, reports on classroom observation by department members (when possible and requested by the candidate), and letters from former students. The directing of senior honors theses will also be taken into account as part of the teaching record, although there is no presumption that the candidate will have directed any specific number of theses, since REES majors are not required to write theses.

Collegueship

We expect candidates for tenure to demonstrate their willingness and ability to contribute to our common enterprise within the program and as members of the Wesleyan faculty. Such commitment is most obviously demonstrated by participation in program and university meetings, service on university committees, advising majors, and participating in program curricular discussions. Evidence of collegueship may also include contributions to the academic community beyond Wesleyan. It also includes less formal contributions to the intellectual life of the program and the university beyond the classroom, including one's effectiveness in stimulating the thinking of colleagues, and encouragement and constructive criticism of their work.

These are general guidelines. In assessments leading to promotion, we judge each case on its own merits.

Expectations for Promotion to Professor:

Candidates for promotion to Professor will be expected to have produced significant additional scholarly work in the form of high quality publications that make a substantial contribution to the candidate's field. Normally, significant scholarly achievement entails a book that has been accepted or published, but in some cases a substantial number of high quality published articles constituting a coherent and significant body of work or a completed book manuscript of such

quality and importance that publication is virtually assured may be substituted. Candidates also should have demonstrated continued excellence in their teaching and active participation in the life of the program and the university.

Adopted 11/30/09, revised 10/15/11, Revised March 2015
Approved by the Advisory Committee March, 2015