

Department of Philosophy

Standards and Procedures for Tenure and Promotion

course syllabi and materials
work with majors and minors such as, but not limited to, advising, directing senior theses,
and conducting directed-readings courses
any other matters that the candidate and/or the TPC deem relevant to evaluating the
candidate's teaching

Examples of possible "other matters" include, but are not limited to, developing a new course
and teaching in the Honors Program.

Demonstrating teaching excellence does not require candidates to show that their teaching is so
superb that there is no room for improvement. The TPC recognizes that no professor is a perfect
teacher, and that admirable professors make career-long commitments to improving their
teaching. That commitment requires all professors to analyze their pedagogy, identify their
teaching strengths and weaknesses, and strive to engage their strengths and overcome their
weaknesses. The TPC expects the candidate to demonstrate a commitment to, and engagement
in, that process.

Research

The Department recognizes that scholarly research is an essential part of teaching excellence,
and that promoting research is necessary to attract, and retain, the highest-quality faculty

handbook 2018-2019, 2019-2020, 2020-2021, 2021-2022, 2022-2023, 2023-2024, 2024-2025, 2025-2026, 2026-2027, 2027-2028, 2028-2029, 2029-2030, 2030-2031, 2031-2032, 2032-2033, 2033-2034, 2034-2035, 2035-2036, 2036-2037, 2037-2038, 2038-2039, 2039-2040, 2040-2041, 2041-2042, 2042-2043, 2043-2044, 2044-2045, 2045-2046, 2046-2047, 2047-2048, 2048-2049, 2049-2050, 2050-2051, 2051-2052, 2052-2053, 2053-2054, 2054-2055, 2055-2056, 2056-2057, 2057-2058, 2058-2059, 2059-2060, 2060-2061, 2061-2062, 2062-2063, 2063-2064, 2064-2065, 2065-2066, 2066-2067, 2067-2068, 2068-2069, 2069-2070, 2070-2071, 2071-2072, 2072-2073, 2073-2074, 2074-2075, 2075-2076, 2076-2077, 2077-2078, 2078-2079, 2079-2080, 2080-2081, 2081-2082, 2082-2083, 2083-2084, 2084-2085, 2085-2086, 2086-2087, 2087-2088, 2088-2089, 2089-2090, 2090-2091, 2091-2092, 2092-2093, 2093-2094, 2094-2095, 2095-2096, 2096-2097, 2097-2098, 2098-2099, 2099-2100, 2100-2101, 2101-2102, 2102-2103, 2103-2104, 2104-2105, 2105-2106, 2106-2107, 2107-2108, 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Affairs' requirements for midterm and final dossiers in order to determine the sorts of matters that the dossier should contain)

TPC's Responsibilities

each TPC member must observe the candidate's teaching at least once prior to the midterm review and at least once after the midterm review

TPC members should bear in mind that the candidate has authority over which class meetings members can observe, and should be as flexible as possible in order to accommodate the candidate's preferences

after a classroom visit, the observer must provide, in a timely fashion, the candidate and the TPC with a written report that presents the candidate's strengths as a teacher and makes recommendations for improvement

vote on whether to recommend that the candidate continue on tenure-track with the University

provide the candidate with a written report on the candidate's progress toward tenure and promotion

the report should state clearly, and explain fully, whether the candidate is meeting the TPC's expectations with respect to teaching, research, and service, and should state clearly the TPC's recommendations for advancements and improvements in those areas

in the event that the TPC votes to recommend that the candidate not continue on tenure-track, the TPC must provide the candidate and other required parties with a detailed report that explains the TPC's decision

Midterm Review

Unless negotiated otherwise at the time of hire, the midterm review occurs during the spring term of a candidate's third year.

Candidate's Responsibilities:

if the candidate believes it is feasible and chooses to do so, provide the TPC with a list of two or more persons outside the University who are qualified to judge the candidate's research and, if applicable, professional service

if the candidate believes it is feasible and chooses to do so, provide the TPC with a list of two or more University faculty members outside the Department who can judge the candidate's service and contributions to the broader intellectual life of the University

provide the TPC with a dossier that presents the candidate's work and accomplishments in teaching, research, and service, as well as the candidate's future plans in those areas

the dossier should be prepared in accordance with the Vice President of Academic Affairs' prescribed tenure and promotion procedures

TPC's Responsibilities

if the candidate chooses to provide the TPC with a list of two or more persons outside the University who ar

the report should state clearly, and explain fully, why the candidate met, or did not meet, the Department's standards for tenure and promotion to Associate Professor

II. Promotion to Professor

This section presents the standards and procedures that the Department applies to candidacy for promotion to Professor. The standards and procedures accord with the relevant portions of the *Faculty Handbook* and the Vice President of Academic Affairs' prescribed promotion procedures. This section also presents the responsibilities of both the candidate and the Department's Promotion Committee (PC).

Standards

The *Faculty Handbook* describes the rank of Professor in this way: “. . . the professorship is reserved for those persons who have attained the stature of leaders in the academic community and whose presence on the Faculty adds to the prestige of the University.” Thus, the rank of Professor is not merely a reward for longevity at the University. It is an honor bestowed on those who have earned it through their teaching, research, and service. The PC evaluates the candidate's performance in those three areas, and will recommend the candidate for promotion to Professor if, and only if, the candidate demonstrates an outstanding record in each area.

Teaching

The Department expects its members who have attained tenure and promotion to Associate Professor to continue their contributions to the Department's teaching responsibilities that are described in Section I of this form. The Department also expects those members to advance their contributions through expanding their work with the Department's majors and minors, and to share their pedagogical expertise and experience. They accomplish the former through increasing the frequency with which they offer

Research

Procedures

The procedures for promotion to Professor are the same as those for the final review for tenure and promotion to Associate Professor. The PC elects a Chair from its ranks who facilitates the procedures. The Department Chair can serve on the PC, but cannot serve as Chair of the committee.

Candidate's Responsibilities:

provide the PC with a list of five or more persons outside the University who are qualified to judge the candidate's research and professional service

provide the PC with a list of three or more University faculty members outside the Department who can judge the candidate's service and contributions to the broader intellectual life of the University

provide the PC with a dossier that presents the candidate's work and accomplishments in teaching, research, and service during the years after attaining tenure and promotion to Associate Professor, as well as the candidate's future plans in those areas

the dossier should be prepared in accordance with the Vice President of Academic Affairs' prescribed tenure and promotion procedures

PC's Responsibilities

acquire three letters from the candidate's list of persons outside the University

acquire two letters from the candidate's list of three or more University faculty members outside the Department

vote on whether to recommend that the candidate be promoted to Professor

provide the candidate and other required parties with a written report that conveys and explains the outcome of the PC's vote

the report should state clearly, and explain fully, why the candidate met, or did not meet, the Department's standards for promotion to Professor