

Political Science Tenure Regulations

The Department uses the procedures outlined in the Faculty Handbook from 1997. (See attached.) The following are supplemental rules and expectations.

Within the Department we have expectations of good research, teaching and service. We also expect a person to get along reasonably well with other members of the department, and to be a good member of the College.

Our general expectations on research are that a person will have 6 articles published or accepted for refereed academic journals, or a book. The criteria aren't strictly quantitative, however, since publications vary in degrees of sophistication and importance.

- A major article of importance in the discipline, for example, would count or more than several minor articles.
- Chapters in books will be evaluated on their merits, though they would normally count slightly less than articles in refereed journals.
- Co-authored articles need to be evaluated on their merits, but even though the field has moved more towards co-authorship the department, in the recent past, has wanted some evidence that a candidate can write an article on their own.
- Edited books would be evaluated on their merits, but would normally count for far less than a book completely written by the candidate, and scholarly books would normally count more than texts.
- A book already accepted for publication, but not yet printed, would count towards tenure, but a book contract for an uncompleted manuscript would carry little weight.
- Conference presentations are important, but they do not substitute for publications.
- Evidence that a person has an ongoing agenda for research, and is not just relying on their dissertation, is important.
- Evidence that a person has a national or international reputation is important. This evidence can vary, but articles on the candidate's work in major newspapers or journals, or discussions on local or national media, would be an indication of this. References to the candidate's work in scholarly articles would also be evidence. Request for testimony before governmental committees, or for appearances on the media, would also indicate a national reputation. This list is not meant to be exhaustive, since other indications of prominence may arise.
- We have not had formal expectations about grants, but in the current atmosphere the ability to get grants would be a significant consideration.

Our general expectations on teaching are that a person would have solid content in their courses and would score, at a minimum, around the department average (usually well above 3.0 on a 5 point scale) on teaching evaluations. We also expect teaching to improve. Evidence of teaching effectiveness, other than teaching evaluations, is very important and will be taken into account. [e.g. Do the applicant's students write exceptionally good senior papers? Does the applicant use innovative methods of teaching? Does the applicant have a strong impact on students?]

We discourage too much service from non-tenured, tenure track people, but some service is desirable. It is difficult to quantify quality and quantity. Similarly, it is difficult to quantify whether a person works well within the department and the College.

The Department regularly reviews the work of tenure-track people. We have a formal review at the end of three years, as is required by the tenure regulations. This year we also had a review by the full department at the end of the fourth year. The chair also formally appraises the candidate of their progress towards tenure each year, and other department embers informally speak with the candidate.

**University of Missouri-Kansas City
Department of Political Science
Standards for Promotion to Professor**

University of Missouri System

A person recommended for promotion to the rank of professor should have significant accomplishments, especially in the area of research and scholarly activity, beyond those justifying the rank of associate professor. Years of service alone do not justify advancement. Rather, sustained, career-long contributions to research, scholarship, and teaching are necessary. To be considered for promotion to professor, a scholar should have achieved national distinction.

Department Guidelines

Promotion to Professor will rest on the continuation and maturation of activities that merit the granting of tenure.

Research

The research record should reflect an established scholarly career with continuing publications and scholarly recognition. While there is no set number of publications that would guarantee promotion to Professor, additions to the publication record should, at a minimum, approximate the quantitative standards for tenure and promotion before a candidate can be considered for promotion to Professor.

Candidates for promotion to Professor should have received national or international recognition for contributing to their specialization. Citations, scholarly reviews of books, research grants, discipline service (section chair, journal editor, association council, etc.), invited talks, media citations of research, and outside evaluations are evidence of the significance of scholarship

Teaching

Candidates for promotion to Professor are expected to remain effective teachers. Evidence of high quality teaching, including but not limited to student evaluations, is very important and will be taken into consideration. Innovative contributions to department teaching and/or the scholarly enterprise of teaching are expected of candidates for promotion to Professor. Candidates are also expected to provide advice and support to students outside the classroom.

Service

Service activities should be commensurate with the senior position of candidates for promotion to Professor. Candidates are expected to demonstrate continued effective service to the department, college, university, discipline, and community, but this service should generally include leadership roles.