

## **Tenure and Promotion to Associate Professor**

Candidates for tenure and promotion to Associate Professor in the Department of Philosophy are evaluated according to their (I) research activity, (II) teaching, and (III) service.

### **I. Criteria for the Evaluation of Research Activity**

A successful candidate for tenure and promotion to Associate Professor must have an established record of research activity. Research activity is comprised of both scholarly publications and other professional activities.

Evaluation of a candidate's research activity ought to take into consideration the quality and quantity of a candidate's contributions; publishing trends within philosophy, its sub disciplines, and related fields; and, above all else, the requirements set out below.

A. A candidate's scholarly publications must meet the following requirements:

1. 4 to 5 peer-reviewed articles or their equivalent are expected to be published or forthcoming at the time of evaluation.
2. If subject to peer review by a reputable publication, journal articles, book chapters, and formal proceedings of conference presentations shall count equally toward this requirement.
3. Scholarly monographs published or forthcoming with reputable presses which have been subject to peer-review are equivalent to approximately 5 peer-reviewed articles.
4. An edited anthology or textbook published or forthcoming with a reputable press should be considered equivalent to between 2 and 4 peer-reviewed articles, depending on the extent of the candidate's contribution.
5. Co-authored, co-edited, and joint projects will be weighed according to the faculty member's contribution. For example, a co-authored article or book in which the candidate played a significant role, or which could not have come about without the candidate's sustained and committed participation, should receive full credit.
6. Other publications that may be weighed include book reviews and encyclopedia entries. Typically these count for less than one peer-reviewed article, but when weighed collectively may take the place of one, depending on the extent of the candidate's contribution and quality of publication.
7. All publications should have significant philosophical content but may be published in other fields (i.e. Classical Studies, Law, Women and Gender Studies, Cognitive Science, Film and Literary Criticism, etc.), especially when relevant to a candidate's research agenda and appointments.
8. The Philosophy Department is committed to assessing all faculty members equally. Therefore, if a candidate meets the above requirements, their overall rate of publication ought to be viewed without prejudice.

B. A successful candidate for tenure and promotion to Associate Professor is also expected to have a sustained record of professional activities, which might include but are not limited to conference participation (such as presentations, panel organizing, chairing); invited lectures; editorial appointments; review of journal and book manuscripts; review board memberships; fellowships, grants, and scholarly awards (such as book and article prizes); conference organizing; consultation and collaboration with public agencies; academic and pedagogical web sites; and other online forums.

## **II. Criteria for the Evaluation of Teaching**

A successful candidate for tenure and promotion to Associate Professor in the Department of Philosophy must demonstrate evidence of excellence in teaching.

The Departmental Promotion and Tenure Committee will make a recommendation of teaching capacity based upon a candidate's course materials, including syllabi, handouts, supplemental electronic aids, and assessment instruments. The committee will also consider written statements by the candidate on teaching methods, student academic awards and placement of students in graduate schools, written annual classroom observations by the department chair, written observations from other members of the department, and student evaluations of the candidate's performance. Finally, the committee will give consideration to successful existing courses, the preparation of new courses (traditional, online, and hybrid), independent studies, and student mentorship.

Recommendations will be based on the following criteria. Not every criterion must be weighted in equal measure for every candidate.

### **A. Curricular Rigor**

A candidate's course materials should meet disciplinary standards appropriate to the content and level of each course. They should reflect up-to-date knowledge of relevant scholarship, and due consideration of the place of each course in the department and university curriculum.

### **B. Curricular Innovation**

Candidates may also present evidence of their participation in the renewal and maintenance of the philosophy curriculum. Such evidence can include the syllabi for experimental special topics courses, proposals for new courses, and participation in the periodic assessment and revision of department degree programs.

### **C. Departmental Needs**

Successful candidates for tenure will have made significant contributions to the B.A. program in philosophy. Such contributions may include assuming primary responsibility for required courses, offering writing intensive courses, and supervising or directing student research.

### **D. Student Outcomes**

Candidates must demonstrate that their courses and teaching methods address student outcomes. In particular, philosophy courses should aim to improve student communication about the principles of philosophy and the content central to the topics and periods deemed essential to the major. The candidate's course design and assignments should implement disciplinary best practices, particularly with regard to the commitment of academic philosophy to discursive writing and argumentation.

#### E. Pedagogical Excellence

Candidates may demonstrate excellence in pedagogy in the content and design of their courses, by receiving honors and awards for teaching, and by participating in training sessions, workshops, and conferences devoted to pedagogy in higher education.

### **III. Criteria for the Evaluation of Service**

Candidates for promotion and tenure to Assistant Professor are not required to engage in service. The department does, however, encourage all faculty to adopt service roles within the department, the College of Arts and Sciences, UMKC, the Missouri System, the wider community, and the profession. Service engagements can therefore weigh in favor of a candidate's promotion and tenure. The following are some common examples of service that will be taken into consideration:

- A. Candidates may serve on departmental, college-wide, university-wide, or system-wide committees or councils.
- B. Candidates may work to recruit, advise, or mentor students.
- C. Candidates may establish and maintain interdisciplinary programs or cross-appointments with other departments or university units (i.e. Bioethics, Law, Business, Classics, WGS, etc.).
- D. Candidates may contribute to the profession by chairing panels, organizing or attending talks, conferences, and workshops, and serving as an editor or referee.
- E. Candidates may create or engage in community outreach programs, public lectures, or other community partnerships.