

*Department of English Language and Literature*

**EXPECTATIONS FOR TENURE AND PROMOTION**

*Approved by the Departmental Assembly, March 2, 2011*

The English Department affirms the campus criteria for tenure and promotion. Significant published research, scholarship, and/or creative work are expected. In addition, the department expects excellent teaching, and responsible professional service.

A. Research, Scholarship, or Creative Activity.

All faculty holding professorial rank are expected to engage in scholarship and creative productivity, since they are indispensable to membership on the university's graduate faculty. Beyond quantitative standards for promotion to each rank, the department especially values the quality of a candidate's scholarship or creativity – its originality, imaginativeness, lucidity, and intellectual depth, and its contribution to the field, as appropriate. Evidence consists of published scholarship or creative work, singly or collaboratively authored, or, where appropriate, recordings, videotapes, films, and works in electronic or other media, singly or collaboratively produced. Publication and other scholarly and creative activities occur in diverse media (e.g., print and digital formats), and the same standard – clear excellence – applies regardless of medium. The standards of peer review and of impact on a field will be taken into consideration. For purposes of evaluation, scholarship and creative work should be considered in the medium in which it was published.

For promotion with tenure to the Associate Professor rank, candidates are expected to demonstrate significant research, scholarship, or artistic creativity in the field and show promise of continued productivity. Such research, scholarship, or artistic creativity is commonly demonstrated by the publication of a monograph, creative works, scholarly essays of recognized significance to the field, and/or other kinds of work as appropriate to field, as well as prizes and honors. Recognition by peer review is included in the evaluation of research, scholarship, and/or artistic creativity. Such recognition may take a number of forms, including (though not limited to): outside letters from leaders and peers in one's field; the publication of work in peer-reviewed journals; published reviews or notices of books or other projects; and citation rates in scholarly journals.

For promotion to Professor, in addition to having the qualifications of an Associate Professor, candidates should have established a national and, where appropriate, international reputation for outstanding research, scholarship, or artistic creativity. Monographs, creative works, scholarly essays of recognized significance to the field, and/or other kinds of work as appropriate to field, as well as prizes and honors, may be considered.

## B. Teaching.

All faculty are expected to meet classes and hold office hours regularly, to make available to students syllabi that meet university guidelines, and to fulfill all other departmental and university requirements related to teaching and classes.

For promotion with tenure to the Associate Professor rank, candidates are commonly expected to demonstrate a consistent and high level of competency in teaching and advisement. Peer observations, student evaluations, curricular innovation and development, significant participation in graduate student education, and/or prizes and honors recognizing distinguished teaching, in addition to any other relevant materials, may be considered in evaluating the teaching ability of candidates.

For promotion to Professor, in addition to the high level of teaching competency expected of Associate Professors, candidates are expected to demonstrate continued and consistent evidence of outstanding teaching ability. Peer observations, student evaluations, curricular innovation and development, substantial participation in graduate student education including the direction of research and/or creative work, and/or prizes and honors recognizing distinguished teaching, in addition to any other relevant materials, may again be considered in evaluating the teaching ability of candidates for promotion to this rank.

## C. Service.

All faculty are expected regularly to attend and participate in departmental meetings and major departmental events and to serve on departmental committees, as elected or invited.

For promotion with tenure to the Associate Professor rank, candidates are commonly expected to demonstrate consistent participation in the academic and professional communities appropriate to their fields or areas. Departmental, college, and/or university committee service, regular participation in the organizations representing candidates' respective fields or areas, and/or any other relevant materials, may be considered in the evaluation of professional service.

For promotion to Professor, in addition to the qualifications of an Associate Professor, candidates are commonly expected to demonstrate consistent and continued substantial service to the campus, the profession, and/or the community.