

Department of Environmental Studies
Criteria for Tenure and Promotion
Spring 2009

The Department of Environmental Studies endorses the following statement from the College of Arts and Sciences Faculty By-Laws (Section V, Article VIII):
"The education of students is the primary mission of Rollins College. To that end the role of the faculty involves teaching, research and scholarship, and service as interrelated components that serve this mission. Rollins values teaching excellence above all. We see scholarship and service as concomitant to good teaching. We expect candidates for tenure and promotion to demonstrate scholarly interest and give evidence of an active scholarly life. We expect candidates for tenure and promotion to engage in service within the College and to demonstrate how service outside the College is connected to the mission of the College."

The criteria for tenure and promotion in the Department of Environmental Studies are based on the aforementioned statement.

Teaching

Teaching excellence will be demonstrated by the following:

- Evidence of the ability to organize clear, coherent, and meaningful courses.
- Evidence of up-to-date academic competence in the interdisciplinary field of Environmental Studies.
- Awareness of new or innovative pedagogical approaches and their utilization where appropriate (e.g., field courses, problem-based learning, linked courses).
- High expectations and standards for the quality of student work.
- Methods of assessment that are comprehensive, challenging, and relate clearly to the content and substance of coursework.
- Willingness and ability to adapt courses to address evolving environmental issues.
- Accessibility to students outside of the classroom.
- Responsiveness to feedback from colleagues and students.

The candidate's teaching will be evaluated by the following:

- Faculty and administrator's visits to classes.
- The candidate's statement and supporting materials such as syllabi, exams, sample assignments, and other course materials.
- Quality of student evaluations over time.
- Discussions with the candidate.

Criteria for Tenure

Successful candidates for tenure must demonstrate a sustained pattern of excellence in teaching.

Criteria for promotion to Professor

Successful candidates for promotion to the rank of Professor must demonstrate a sustained pattern of excellence in teaching.

Research

In the area of research and scholarship the Department endorses the following statement from the College of Arts and Sciences Faculty By-Laws (Section V, Article VIII):

"We expect the candidate to demonstrate scholarly accomplishment, as well as ongoing intellectual activity directed toward making a contribution to his or her fields(s) and/or toward the extension or deepening of intellectual competence. We recognize the value not only of scholarship in a particular academic discipline, but also in inter-disciplinary scholarship and pedagogical research. Accomplishments in this area may be demonstrated, as appropriate, by the following: scholarly writings submitted for review by one's peers and accepted for publication, presentation of papers at professional meetings, creation of art or performance, serving as a session organizer or discussant at professional conferences, participation in scholarly activities such as seminars in which written scholarly work is required, service as a referee or reviewer for professional journals and/or publishers or professional conferences, invited lectures and performances, the receipt of grants or fellowships from which scholarly writing is expected, public performance, and the publication of journal articles or books. These activities must represent a pattern of professional development, suggesting intellectual and scholarly life that will continue after the awarding of tenure or promotion."

The Department of Environmental Studies recognizes that scholarship takes many and varied forms. The department also recognizes that some forms of scholarship represent greater achievements than others. Therefore, research and scholarship will be evaluated on the following point system:

Category I (one point)

- Reviewing manuscripts for a scholarly journal or national professional meeting.
- Discussant at national professional meeting.
- Published article in scholarly or professional newsletter or in a popular journal.

- Invited lecture or presentation outside Rollins.
- Conference presentation at a regional professional meeting.

Category II (two points)

- Conference presentation at national professional meeting or publication in conference proceedings.
- Publication in edited scholarly journal.
- Published book review in scholarly journal.
- Significant funded grant proposal from an external source leading to scholarly publication.
- Significant report submitted to either a government agency or respected non-governmental organization.

Category III (four points)

- Peer-reviewed article in scholarly journal.
- Chapter in a scholarly book by a university press or equivalent.

Category IV (seven points)

- Edited or co-edited scholarly book by a university press or equivalent.

Category V (ten points)

- Scholarly book by a university press or equivalent.
- College-level textbook by a university press or equivalent.

Criteria for Tenure

Successful candidates for tenure must acquire ten points distributed across at least three scholarship categories (see above).

Criteria for promotion to Professor

Successful candidates for promotion to the rank of Professor must acquire an additional twelve points, with at least eight points coming from the final three scholarship categories (see above).

Service

A strong commitment to service is essential to all candidates for tenure and promotion in the Environmental Studies Department. This commitment will be demonstrated by the following:

A. Advising

All members of the Environmental Studies Department will assume a fair and reasonable share of the advisee load and carry out all responsibilities associated with the role of academic advisor with professionalism and competence. Advisors should understand the Rollins curriculum generally and the Environmental Studies Department curriculum specifically; advisors should also be aware of available academic support services,

including career and personal counseling services. Advisors should discuss course choices and academic opportunities with students in the context of the goals of a liberal arts education.

B. Committee Work and Service to the College

All members of the Environmental Studies Department will participate actively in departmental affairs and assume an appropriate share of responsibilities within the department. Candidates are also expected to serve on college-wide committees and participate in the cultural and intellectual life of the college.

C. Service in Wider Community

Service to the community outside Rollins is an integral component of professional development for all Environmental Studies faculty. This service may include active involvement in professional organizations, the Associated Colleges of the South, environmental organizations, and other community-based organizations.

Criteria for Tenure

Successful candidates for tenure must demonstrate a strong commitment to service as described in sections A., B., and C. (see above).

Criteria for promotion to Professor

Successful candidates for promotion to the rank of Professor must demonstrate a strong commitment to service as described in the sections A., B., and C. (see above). This commitment should also include faculty leadership at the college-wide level (e.g., Chair of a faculty governance committee or college-wide search committee).