

Department of Environmental Studies

Criteria for Tenure and Promotion

March 2014

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 all of 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 study courses, problem-based learning, immersion semester through linked courses, student engagement in community projects).
- Consistent use of pedagogical approaches that require students to take an active role in the learning process, rather than passive recipients of course content.
- 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 self-assessment statement and supporting materials such as syllabi, exams, research projects, sample assignments, and other course materials.
- Quality of student evaluations over time, with a particular emphasis on teaching effectiveness, organization of courses, and student engagement.
- Discussions with the candidate.

Criteria for Tenure and Promotion

Successful candidates for tenure in the Department of Environmental Studies must demonstrate a consistent pattern of excellence in teaching. Successful candidates for promotion to the rank of full Professor must demonstrate a continuing 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.”

Criteria for Tenure and Promotion

Successful candidates for tenure in the Department of Environmental Studies are required to produce, at a minimum, the equivalent of **two** scholarly articles (e.g., journal articles or book chapters) published or accepted for publication. Candidates may also meet this standard with a pattern of scholarly achievement that includes a book (not self-published).

Successful candidates for promotion to the rank of full Professor, subsequent to the attainment of tenure, are required to produce, at a minimum, the equivalent of **one** scholarly book (not self-published) or **four** scholarly articles (e.g., journal articles or book chapters) published or accepted for publication.

In addition, candidates for tenure or promotion must also provide evidence of active and ongoing scholarly activity. This may take a variety of forms, including: attendance at professional meetings, presentations of scholarly work, research posters, book reviews, editing of books and journals, refereeing of book and journal submissions, grants and fellowships, public exhibitions of creative or scholarly work, creation of documentary films, awards and commendations, and evidence of ongoing research projects and work in progress.

Service

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

Advising

All members of the Environmental Studies Department will assume a fair and reasonable share of the advising 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.

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.

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, civic institutions, the Associated Colleges of the South, environmental organizations, and other community organizations.

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Successful candidates for tenure in the Department of Environmental Studies must demonstrate a strong commitment to service as described in the sections above. Successful candidates for promotion to the rank of full Professor must demonstrate a continuing strong commitment to service as described in the sections above. In addition, candidates for promotion to full Professor should also demonstrate significant faculty leadership at the community or college-wide level (e.g., Chair of a faculty governance committee; Chair of a college-wide search committee; leadership on a college-wide initiative, Program Director (e.g., RCC or Honors), mayor of general education neighborhood, service on a civic board, leadership of a major civic initiative).