

Department of Environmental Studies Criteria for Tenure and Promotion

February 2020

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, rigorous, 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, project-based learning, or service learning).
- Consistent use of pedagogical approaches that require students to be active participants in the learning process, rather than passive recipients of course content.
- High expectations and standards for the quality of student work (e.g., average student hours spent preparing for class).
- Methods of assessment that are comprehensive, challenging, and relate clearly to the content and substance of coursework.
- Adaptation of courses to address evolving environmental issues.
- Accessibility to students outside of the classroom.
- Responsiveness to feedback from colleagues and students.
- Teaching an HON, RCC, or rFLA course on a regular basis.

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

- Faculty visits to classes.
- The candidate's self-assessment statement and supporting materials including but not limited to, syllabi, exams, research projects, sample assignments, and other course materials.
- Quality of student evaluations over time, with a particular emphasis on course rigor, teaching effectiveness, organization of courses, and student engagement.

Criteria for Tenure and Promotion to Associate Professor

Successful candidates for tenure and promotion to Associate Professor in the Department of Environmental Studies must demonstrate a consistent pattern of excellence in teaching.

Criteria for Promotion to Professor

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."

In addition, we encourage ENV faculty to conduct research that informs their classroom teaching and field-study courses. We acknowledge the interdisciplinary nature of our department and therefore accept research consistent with the candidate's areas of scholarly interest.

Criteria for Tenure and Promotion to Associate Professor

Successful candidates for tenure and promotion to Associate Professor in the Department of Environmental Studies are required to produce, at a minimum, the equivalent of **two** peer-reviewed scholarly articles (e.g., journal articles or book chapters), at least one of which is published and the other is accepted for publication. Candidates may also meet this standard with a pattern of scholarly achievement that includes a book (by a scholarly or established press). The department considers co-authored publications and pedagogical articles as “scholarly articles” in meeting the criteria stated above. The above requirement cannot be met exclusively with pedagogical publications. Unless specified in a contract, all publications to meet these requirements must be completed at Rollins under tenure-track contract.

In addition, successful candidates for tenure and promotion to Associate Professor must also provide evidence of active and ongoing scholarly activity. This may take a variety of forms, including: serving as a panelist, session Chair, or discussant 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.

Criteria for Promotion to Professor

Successful candidates for promotion to the rank of full Professor are required to produce (subsequent to the attainment of tenure), at a minimum, the equivalent of **one** scholarly book (by a scholarly or established press) or **four** peer-reviewed scholarly articles (e.g., journal articles or book chapters). The department considers co-authored publications and pedagogical articles as “scholarly articles” in meeting the criteria stated above. The above requirement cannot be met exclusively with pedagogical publications.

In addition, successful candidates for promotion to Professor must also provide evidence of active and ongoing scholarly activity. This may take a variety of forms, including: serving as a panelist, session Chair, or discussant 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. Advisors should also guide students toward opportunities that enrich and enhance their career development paths through internships, independent research projects, and student-faculty collaborative research.

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 (CLA, All-College, or Holt), and participate in the cultural and intellectual life of the college (e.g., hosting speakers, organizing conferences and symposia, or facilitating student workshops).

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.

Criteria for Tenure and Promotion to Associate Professor

Successful candidates for tenure and promotion to Associate Professor in the Department of Environmental Studies must demonstrate a strong commitment to service as described in the sections above.

Criteria for Promotion to Professor

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 must also demonstrate significant faculty leadership at the college-wide level (e.g., Chair of a faculty governance committee; Chair of a college-wide search committee; leadership on a college-wide initiative).

The department also places a high value on community leadership (e.g., service on a civic board; leadership of a major civic initiative, and service to local or state governments).