

DEPARTMENT OF PHILOSOPHY AND RELIGIOUS STUDIES

Criteria for Tenure and Promotion to Professor (2/09)

1. Evaluation Process

After being informed of eligibility by the Dean of the Faculty, the candidate may request evaluation for appointment to tenure or promotion to full professor. S/he is to assemble supporting documents such as curriculum vitae, course syllabi and materials, copies of publications, statements from colleagues at other colleges or universities in her/his area of specialization when appropriate, and to provide a statement of her/his philosophy of teaching. In consultation with the candidate, the department chair will schedule evaluation committee meetings and appropriate times for classroom visitations by its members. Members of the committee will review student course evaluations and other materials supplied by the candidate and then will meet and discuss these materials and their observations based on class visits and in light of the objectives as stated below.

2. Criteria

A. Teaching

Departmental standards are in accord with those stated in the Faculty By-Laws. While excellence in teaching is the major standard for recommending a candidate for tenure, its continuance is equally as essential for promotion to professor. The department evaluates a candidate in terms of demonstrated ability to:

- a) develop students' abilities to think critically and express their views cogently in writing and discussion;
- b) stimulate students' intellectual interests and virtues;
- c) explicate philosophical and/or religious texts and guide students productively in their study;

We evaluate these objectives by looking at the materials supplied to us by the candidate. The following are the means by which we evaluate the extent of the candidate's success in meeting our departmental objectives of excellence in teaching:

- a) organize effective courses which serve departmental and collegiate learning objectives;
- b) understand new developments in the field and incorporate them where appropriate;
- c) seek to improve courses through effective pedagogy;
- d) advise students in conferences and consultation, encouraging their personal development in mastering learning skills;
- e) devise clear means of evaluating student work.

B. Research and Scholarship

For a recommendation for tenure, the candidate must provide evidence that s/he is likely to make a continuing and significant contribution to her/his field. This evidence is of two kinds: 1) s/he must have had at least two articles or essays of a good scholarly quality published or accepted for publication and 2) s/he must provide evidence of ongoing research activity which promises eventually to satisfy the criteria for promotion to full professor. Participation in professional organizations, presenting papers at meetings and/or the editing of books or journals, refereeing a journal submissions, etc. offer evidence in addition to publication of continuing scholarly contribution.

For a recommendation for promotion to professor, the evidence of continuing scholarly output in her/his field expected would be: 1) as a rough benchmark, a book or five articles or approximately one hundred (100) pages of writing of a good, scholarly quality, published or accepted for publication and 2) additional scholarly activity such as the editing of books or journals, presenting papers at national, international or regional conferences or serving in professional organizations.

C. College Service

Candidates for tenure or promotion to professor must show a continuing commitment to the life and mission of the college by engaging in a range of activities such as those listed below.

- a) contributing professionally and fairly to the goals and work of the department and the college;
- b) being willing to serve the educational needs of the college in general education and/or special programs;
- c) effective advising, understanding the curriculum and guiding advisees toward using it to meet their own learning objectives, being available not only with regular office hours but with a willingness to be helpful;
- d) working on committees, as an appropriate share of one's responsibilities to the college community using special skills where relevant but balancing committee work with other time commitments to teaching, research, etc.;
- e) participating in the college's cultural and intellectual life in support of co-curricular goals of establishing an environment conducive to intellectual growth;
- f) giving service to the community beneficial to the college and its educational mission as a contributor to the social and cultural well-being of Central Florida.

As stated above, department evaluation procedures shall be guided by the Faculty By-Laws; the criteria listed by the department are meant simply to give those general guidelines appropriate specificity.