

Spring 2009

**DEPARTMENT OF SOCIOLOGY**  
**CRITERIA FOR TENURE AND PROMOTION**

The Department of Sociology affirms the "General Criteria" for faculty evaluation as set forth in 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 interests 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."

**TEACHING**

The Sociology Department's criteria for assessing teaching are in accordance with the standards stated in the Faculty By-Laws. In evaluating teaching, the Sociology Department will employ the following means: (1) the candidate's self-assessment statement; (2) course syllabi, study guides, handouts, examinations, writing assignments, and any other relevant documents supplied by the candidate; (3) classroom visits; (4) conversations and interviews with students; and (5) student evaluations.

Candidates for tenure or promotion must demonstrate a consistent record of excellence in teaching. Their courses must be well-organized, rigorous, and challenging; they must incorporate up-to-date readings and research findings; they must include clear and effective means for evaluating student performance; and they must serve the citizenship mission of the department and the college. Candidates for promotion, who are subject to a higher level of expectations, must show evidence of continued excellence in teaching and continued growth as a teacher beyond that achieved for tenure.

**RESEARCH AND SCHOLARSHIP**

Candidates for tenure are expected to produce, as a benchmark, the equivalent of one scholarly book (not self-published) or two scholarly articles (e.g., journal articles or book chapters) published or accepted for publication. Candidates for promotion, subsequent to the attainment of tenure, are expected to produce, as a benchmark, 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. What counts as "equivalent" in evaluating scholarship will inevitably be a matter of *judgment* made by the Candidate Evaluation Committee in consultation with the candidate but may include, for example, quality scholarship in the form of translations, documentary films, or online publications.

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, book reviews, editing of books and journals, refereeing of book and journal submissions, sociology blogs, grants and fellowships, awards and commendations, and evidence of ongoing research projects and work in progress.

### **COLLEGE SERVICE**

Candidates for tenure or promotion are expected to demonstrate a pattern of consistent commitment to college service. This may involve a range of activities including, but not limited to: advising, participation in departmental business and activities, serving on college committees and in college governance, involvement in student activities, participation in interdisciplinary programs, service to the larger community outside the college and, more generally, active participation in the college's intellectual and cultural life. Candidates for promotion, who are subject to a higher level of expectations, must show evidence of continued commitment to college service beyond that achieved for tenure.