

**Purdue University
Department of Philosophy
Guidelines for Promotion and Tenure**

The University-wide criteria and procedures for promotion and tenure are outlined in the University Promotion Policy, which is available at http://www.purdue.edu/provost/shtml/doc_and_forms/Promotion.pdf. The following departmental guidelines have been developed to help those outside the department understand the nature of its expectations and standards, and to clarify those expectations and standards for faculty moving toward promotion and tenure decisions. The department expects that research will be the primary criterion for tenure and promotion to associate professor. We also expect that research will be the foundation for any promotion to full professor. A promotion to full professor might be based on the scholarship of teaching or the scholarship of engagement, although this would be at least unusual and would have to grow out of a scholarly reputation for research.

There can be no list of minimally sufficient conditions for promotion or tenure, and the guidelines that follow do not purport to provide such a list. Each case must be judged on its own merits in terms of the balance of contributions and quality and quantity of those contributions.

Promotion to Associate Professor with Tenure

Research expectations

The Primary Committee generally expects candidates to have either (a) published several articles in good refereed journals or other prestigious outlets or (b) published a book and some articles in good refereed journals or other prestigious outlets before they are sent forward for promotion and tenure. For these purposes, work that is accepted and in press is counted as published, along with that already in print. There is no short list of journals, publication in which is a *sine qua non* for promotion; there are many high-quality journals with low acceptance rates. New outlets such as electronic journals will be assessed in the same way as print journals. The notion of a prestigious publication venue other than a good refereed journal is discussed in a subsequent paragraph. Normally the Committee expects that candidates will have publications in good refereed journals, with perhaps some publications in these other outlets.

This work must be of high quality, and the Committee values the comments from expert extramural referees in reaching its own independent judgment about that quality, but it does make its own independent judgment of quality. While these articles may range over a variety of topics, they or some of them should reflect a coherent research program in one or more areas in philosophy. An assessment of the impact of the work is important, but it must be emphasized that unlike some disciplines, philosophy has no accepted objective measures of impact for articles or journals.

Since producing high-quality philosophical scholarship is quite time consuming, and it is not customary in our discipline to minimally revise one's doctoral dissertation and publish it as a book, there is no expectation that candidates will have published a book to earn promotion to associate professor and tenure. Among those who have been promoted to associate professor with tenure in our department over the past three decades, only a few have published books prior to that promotion. Dissertations are however often sources of articles, and in some cases they might, with considerable revision, be turned into books that would support a promotion and tenure case.

This paragraph is to clarify the notion of a prestigious publication venue other than a good refereed journal. Invited papers published in the proceedings of important conferences, special issues of journals that typically appoint guest editors for those issues, and edited books published by high quality presses are the most readily identified examples. The Committee values such publications because they provide evidence of the strong reputation of the scholar invited to write them. Conference organizers and editors issue such invitations to people who have made significant contributions to the field, and are thus expected to produce a paper of high quality for the volume to which they are invited to contribute. As indicated earlier, normally the Committee expects candidates to have publications in good refereed journals, with perhaps some publications in these other places, but the Committee regards publications in these other venues as quite significant achievements for philosophers.

Book reviews, while not insignificant, are of less significance than articles, although a longer critical study of a book might be equivalent to an article, provided that it is refereed. Edited volumes bear a similar relation to monographs: they are not insignificant but are of less significance. Collaborative research of any sort is treated similarly to single-authored work provided the candidate is one of the primary authors, and so long as there is evidence that the candidate has an independent research program of his or her own. Interdisciplinary work is not treated differently from work in the discipline so long as it grows out of a sound disciplinary foundation. Textbooks fall under the scholarship of teaching or pedagogical publications, as might certain sorts of articles or edited books.

Other measures of reputation and quality of research include grants and awards from outside agencies and organizations (although there is no expectation that a candidate will have received such grants or awards), and invitations to give talks at colleges and universities and professional meetings, as well as selection of papers for presentation at conferences, and invitations to give comments at or chair such sessions. The Committee considers all of the work candidates have done by the time they are considered for promotion and tenure; it does not discount or devalue work done before they joined the Purdue faculty. Promise of continued scholarly growth and productivity is required.

Teaching expectations

All candidates are expected to be good teachers. Student evaluations of teaching will be used as a measure of teaching performance, though they must be used with some caution because of questions about their reliability. Evaluation scores lower than expected require an explanation. Another measure of good classroom teaching is peer observation by the department head or other tenured faculty. Teaching outside the classroom is also significant, and can be measured by participation on graduate student advisory and dissertation committees when appropriate, and in departmental colloquia. Curriculum support and development, including revising current courses and devising new courses, can be important, although it is not called for in all cases. Supervising students' independent study courses or dean's freshman scholar projects are also valuable teaching contributions.

Service and engagement expectations

Service involves a judicious mix of departmental, school and university committee assignments, with the overarching goal of helping keep assistant professors focused on their scholarly activity. They are asked to serve on a small number of departmental and sometimes school or university committees, and expected to perform those tasks well. While opportunities for refereeing papers for journals or manuscripts for presses, and especially serving on editorial boards, are relatively rare for junior faculty, we do encourage people to accept such professional service invitations since they provide opportunities for professional advancement. The same is true for service for professional organizations. We discourage people from committing considerable amounts of time to community engagement in this phase of their careers.

Promotion to Full Professor

Research expectations

For nomination for promotion to Full Professor, the Primary Committee expects candidates to have earned, through a sustained record of scholarly activity, national recognition as a successful senior scholar whose research contributions have had a demonstrated impact in the candidate's area or areas of expertise. The required record of scholarly activity can be achieved through a monograph published by a press with an established philosophy list, or a series of influential articles in one or several areas. A combination of articles and a monograph has been the typical way, and is an ideal way, of paving the path towards promotion to Full Professor.

A monograph that supports a candidate's going up for promotion may be single or co-authored. Edited volumes containing the work of others do not by themselves count as the primary basis for promotion, unless they include original research and scholarship equivalent to a monograph or a substantial series of articles. If a candidate's articles are to be the primary basis for promotion to Full Professor, they

must have been published in reputable refereed journals, or they must be contributions to prestigious volumes. Work that counts for promotion to Full Professor must have been accepted for publication since the candidate's promotion to Associate Professor. Whatever form the candidate's work takes, it is essential that it be of high quality. As for quantity, no precise amount can be articulated.

For the committee members to support a nominated candidate's promotion to Full Professor, they must be provided with evidence that the candidate's scholarship, in both quantity and quality, has earned the candidate the status of a recognized senior scholar whose publications have had a significant impact. Such evidence, in addition to the letters by external reviewers, can include some of the following: articles responding to the candidate's work, citation indices, invited contributions to prestigious volumes, invited talks at colleges, universities or conferences, invitations to give comments at conferences, refereeing for journals and presses, service on journal or book series editorial boards, and major grants and awards from external agencies or organizations (although there is no expectation that a candidate will have received such grants or awards). When judging whether a candidate satisfies these criteria, the committee counts as published work that is accepted and in production. We do not wait for reviews of books to appear: in some subfields this literally takes years to happen, and waiting for reviews would pointlessly and in some cases harmfully delay merited promotions.

Teaching expectations

Candidates are expected to have sustained their record of good teaching. Typically they will be more involved with dissertation committees than they were before receiving tenure, including chairing some of these when there are students working in their areas. The same measures of teaching effectiveness apply as are outlined in the section on promotion to associate professor, although we do not routinely mandate peer observation of tenured faculty.

There may be unusual cases in which a candidate could go forward for promotion on the basis of a national or international reputation stemming from the scholarship of teaching, though grounded in philosophical research. Since there are no journals devoted to the scholarship of teaching philosophy, just one newsletter, venues for publications that might produce a national or international reputation would need to emerge. Nationally or internationally prominent teaching materials or programs might be considered, so long as these derive from prominence in research. By University standards, excellent classroom teaching that is not accompanied by scholarship concerning teaching is not a basis for promotion. A candidate and the Primary Committee would have to have reached prior agreement on this path as the appropriate one for the Committee to support the candidate.

Service and engagement expectations

Candidates are expected to have accepted further departmental, school, and university committee assignments once they have received tenure, and to be more active in professional service roles. Such roles include refereeing for journals and presses, serving on journal and book series editorial boards, and serving on committees of professional organizations and other national or international groups. This is not to say that candidates are expected to play all these roles. Community engagement is encouraged for those whose work is of broad public interest.

There may be exceptional cases in which a candidate could go forward for promotion on the basis of a national or international reputation stemming from the scholarship of engagement, based on the candidate's own engagement activity and grounded in philosophical research. Here too, nationally or internationally recognized venues for publishing the scholarship of engagement for philosophical work would need to emerge, or else a candidate would need to be recognized as a public intellectual on the basis of his or her philosophical scholarship. By University standards, political or other engagement activity that is not accompanied by scholarship concerning engagement is not a basis for promotion. A candidate and the Primary Committee would have to have reached prior agreement on this path as the appropriate one for the Committee to support the candidate.