

March 2007
DEPARTMENT OF SOCIOLOGY
GUIDELINES FOR PROMOTION AND TENURE

Departmental procedures for promotion and tenure decisions conform to those of the University and the College of Liberal Arts. This statement concerns substantive guidelines that are applications of the University and the College of Liberal Arts documents and an elaboration of criteria more specific to the Department of Sociology.

University guidelines state that to be considered for promotion, a faculty member must have demonstrated excellence in at least one of the following areas: creative endeavor, research, and scholarship; teaching and learning in its many forms; and engagement in its many forms, including extension and outreach.

In general, demonstrated excellence in research is the criterion most often used to determine promotion and tenure in this department. Demonstrated effective teaching is also necessary for promotion and tenure. It may also be the case that a colleague is considered for promotion for scholarship in teaching or for scholarship in engagement. Service to the Department, the College, the University, and the profession will be considered by the Primary Committee, but only in addition to activities in research, teaching, and engagement.

Tenure and Promotion to Associate Professor

Research and Scholarly Activities

Evidence of scholarly activity may take many forms, but the most important are publication in peer-reviewed journals of high quality and visibility, and books of high quality. Other evidence of scholarly work includes presentation of papers at meetings, obtaining grants and contracts to fund research activities and graduate students, invitations to address groups of peers active in similar endeavors, appointments to editorial boards. It is expected that an assistant professor will have articles in peer-reviewed outlets, including some in highly respected journals, at the time of nomination for promotion. In evaluating the significance of research or scholarship, the Primary Committee looks for evidence of sustained scholarly activity which reflects growth and development. Articles in refereed journals weigh more heavily than those in non-refereed journals and book chapters. Authorship is important in assessing contribution. Sole-authored and first-authored publications are given more weight than second or third authored ones. While collaborative work is valuable, it is important for a junior faculty member to establish intellectual independence in their scholarly work with sole or first-authored publications. Research monographs or books reporting research weigh more heavily than most other kinds. Book reviews, papers given at meetings, and appearances on panels and roundtables are all evidence of scholarly activity and peer recognition, but carry minor weight.

Scholarship of Teaching

Persons considered for promotion on the basis of scholarship of teaching must provide evidence of high quality scholarly activities beyond normal classroom teaching. These include curricular or classroom innovations, activity in disciplinary groups related to teaching such as the section on Undergraduate Education in Sociology, regional, national and international roundtables and panels on teaching, publication in appropriate places of essays or research on teaching, teaching awards, textbook authorship, serving as major professor for graduate students, placement of students, and receipt of outside support in

the form of funds for innovative and experimental teaching activities. The quality and significance of these activities must also be demonstrated as being excellent.

Scholarship of Engagement

Scholarship of engagement includes research and publication that has implications for broad social issues. Products of scholarly engagement should have applicability beyond the immediate context.

Scholarship of engagement involves the application of a faculty member's expertise beyond the boundaries of one's professional community. It must: (a) be integral to a faculty member's academic expertise; (b) produce knowledge of broad applicability (e.g. in the form of publications, public reports, innovative and replicable social interventions); and (c) address significant public issues. The value of such scholarly work may include its social utility, its contribution to a more robust public debate concerning the achievement of collective goals, as well as its contribution to social science knowledge. The quality and significance of these activities must also be demonstrated as being excellent.

Promotion to Full Professor

Research and Scholarly Activities

Candidates for promotion to full professor are expected to have achieved national recognition for their work, to show evidence of intellectual leadership through the publication of articles and books that make significant contributions to the discipline. Evidence of the impact of scholarly work must be manifest. Citations of scholarly work in journals and books are one indicator of the impact of one's scholarly activity. Honors and recognitions by one's colleagues in the discipline or in a specialty area also provide evidence of professional scholarly impact. Journal editorships, editorial board memberships, election to office in professional societies, are also indicators of impact and stature in one's discipline.

Scholarship of Teaching

Promotion primarily on the basis of scholarship of teaching requires a sustained and nationally or internationally recognized record of high quality contribution to the scholarship of teaching as described above. Evidence of national or international recognition can include citations in the work of others concerning teaching and pedagogy, awards, and the adoption and widespread and high value use of the faculty members' products (e.g. textbooks and other instructional materials).

Scholarship of Engagement

Scholarship of engagement as a basis for promotion for senior faculty requires national or international recognition of their sustained high quality engaged scholarship (as described above). This may be demonstrated by having an impact on social policy, by citation by others in non-academic as well as academic contexts, by receiving public awards from national or international organizations, and by recognition from national or international professional organizations in the form of awards for contributions to social policy or social action.