

PROMOTION AND TENURE UNIT CRITERIA
DEPARTMENT OF PHILOSOPHY
FRANKLIN COLLEGE OF ARTS AND SCIENCES
UNIVERSITY OF GEORGIA

Revised April, 2015

Faculty in the Philosophy Department are assigned responsibilities in three broad areas: research and scholarship, teaching, and service to the Department, the University, the profession and society. In all matters related to promotion and tenure, the Department of Philosophy will carefully follow and adhere to the *University of Georgia Guidelines for Appointment, Promotion, and Tenure*. The standards, criteria, and processes presented in this document are intended to supplement and/or extend the University's Guidelines. The guidelines and criteria that follow provide specific information on how promotion and tenure will be handled in our department and on the criteria approved by our faculty for promotion and for tenure in the department. All faculty are expected to be familiar with both this promotion and tenure document and the *University Guidelines*. If any inconsistency or discrepancy is found between this document and the *University Guidelines* or if this promotion and tenure document does not address a certain issue, the *University Guidelines* will supersede this document.

Faculty Peer Advisement

At the time of appointment, new faculty members will be given a copy of both the unit and the University guidelines for promotion and tenure. They will sign a letter acknowledging receipt and understanding of these guidelines. For each assistant professor, the head will appoint a senior faculty mentor from among the tenured faculty who will advise on matters of teaching, research, service, departmental issues in general, and promotion and tenure, until the new faculty member is tenured and promoted.

In the written annual faculty performance evaluation the department head will provide advice in the areas of teaching, research and service to faculty below the rank of professor on their progress towards tenure and promotion, if appropriate.

Third-Year Review

The third-year review shall follow the procedure outlined in the *University Guidelines for Appointment, Promotion and Tenure*. In the spring of the third year each assistant professor will submit a dossier equivalent to sections IV and V of the promotion and tenure dossier described in the *Guidelines*. All faculty eligible to vote on this candidate will have access to these materials.

At the same time, the department head will appoint a committee of three tenured faculty to review the faculty member's dossier and performance. This committee will review items such as publications and works in progress. The committee will also visit classes and read through student evaluations and other evidence of performance in instruction. On the basis of this review, the committee will write a report that presents in detail its findings and makes clear recommendations to the candidate concerning his or her progress. In particular, the report will address the question of whether the candidate is progressing in a satisfactory way towards meeting departmental criteria for promotion and tenure in research, teaching, and service. The committee conducting the third-year review will provide a copy of the report to the candidate and the department head. The candidate will have an opportunity to provide a written response to the review.

At a regular departmental meeting with a quorum of eligible faculty present, the head will present the report to the faculty, as well as the candidate's response. (The *Guidelines* define faculty eligibility.) The faculty will discuss and vote 'yes' or 'no' on the following question:

“[Candidate's name] has made sufficient progress towards tenure and/or promotion to Associate Professor.”

At the same meeting, the faculty will take a second vote on the following question:

“[Candidate's name] should be renewed for the fourth year.”

Following this meeting, the department head will provide the faculty member under review with a written report regarding his/her progress toward promotion and tenure that addresses discipline-specific criteria in research, teaching, and service, with a clear statement as to whether the criteria are being met.

Preliminary Consideration

The department will follow procedures for initial consideration as presented in the *Guidelines*. In the spring of the appropriate year, by the deadline of March 1, candidates who wish to be considered for promotion and/or tenure will communicate this wish in writing to the department head. The candidate will, by the March 1 deadline, present a *vita*, a statement of achievements, copies of publications and manuscripts accepted for publication, and student teaching evaluations to the department head.

All faculty eligible to vote on this candidate will have access to these materials. At a meeting of eligible faculty held by or on Reading Day of the spring semester, the faculty will vote on the following question:

“[Candidate's name] should be formally reviewed for tenure and/or promotion to the next rank .”

Faculty will vote “Yes” or “No” on this question. The results will be conveyed by the head in writing to the candidate within three working days of the vote.

In accordance with the *Guidelines*, candidates who receive a majority of “Yes” votes on this question and who wish to be formally reviewed for promotion and/or tenure will work with the department head or an appointed senior mentor to prepare the dossier.

External Appraisals

Candidates who receive a positive vote from the faculty to pursue promotion and/or tenure must submit by Reading Day of the spring semester a list of up to six potential external evaluators and their qualifications as reviewers to the head. The candidate may also submit a list of no more than three individuals who may not be contacted as external evaluators. The candidate will work with the department head on assembling the materials to be sent to external evaluators. These materials will include copies of the candidate’s scholarly publications.

Formal Review

In all matters pertaining to the formal review, the department will follow the *Guidelines*.

In addition, the candidate will make available by August 1 copies of all publications and teaching materials, including student evaluations, syllabi, and other evidence pertaining to teaching. All evaluations for courses taught must be submitted to the head. Articles or books that have been accepted but not published may be submitted if accompanied by a letter of formal acceptance and by readers’ reports (if available). Unaccepted books or articles may not be submitted, but may be included on the vita if they have been submitted to a journal or publisher but not accepted. Copies of all published items listed on the vita, along with other materials prepared for the dossier, including the external letters of assessment, must be made available to the department by August 1.

The faculty will meet by or on September 1 to discuss the credentials and vote by secret ballot on a recommendation for promotion and a recommendation for tenure. Following the vote on each candidate the head will announce how he/she voted.

As specified in the *Guidelines*, “all promotion and tenure dossiers move to the next level of review, regardless of the vote, unless the candidate indicates he/she does not wish to be considered further.”

Criteria for Promotion and Tenure

Teaching

On the basis of student evaluations, peer reviews, awards (if applicable) and participation in departmental and/or college or university activities related to teaching, the candidate must show clear evidence of effectiveness as a teacher of philosophy in the classroom, in student advisement, in direction of graduate student work and of independent studies, and in other forms

of instruction involving students.

To show effectiveness as a classroom teacher, the candidate must have achieved success in constructing rigorous, substantial philosophy courses of appropriate breadth and depth which:

- Challenge students to grapple with difficult philosophical problems, and
- Lead students to think philosophically about these problems, and
- Evaluate students on the quality of their philosophical thought.

This teaching standard must be reflected in student evaluations, peer reviews, and sample syllabi. Candidates whose record reflects difficulty in teaching must be able to document steps they have taken to correct these problems, and the record must reflect, in the form of student evaluations, peer evaluations, and other means, that significant improvement has occurred.

In addition to student evaluations, peer reviews and sample syllabi, items from any applicable category of evidence found in the University's *Guidelines for Appointment, Promotion and Tenure* may also be used in making the case that a candidate meets the teaching standard of the Department. Evidence of teaching effectiveness may also include, but is not limited to, any of the following discipline-specific categories:

- Publications and presentations on philosophical pedagogy
- Publication of philosophy textbooks
- Participation by the candidate in the activities of student philosophy organizations
- Service as an academic adviser or dossier adviser for undergraduate philosophy majors
- Helping students get philosophy papers published or accepted for presentation at philosophy conferences
- Serving as the advisor for qualifying papers of PhD candidates
- Serving as placement officer for PhD graduate students
- Participation in the teaching of PHIL 7010 (Teaching Philosophy or other courses focused on professional development for graduate students)
- Service on teaching-related departmental committees

Research

Philosophical research is published in journal articles, books, and book chapters. Book reviews and encyclopedia articles also contribute to research in philosophy. There are significant variations in the quality of philosophy journals and book publishers, and most philosophy journals, even the weaker ones, have rejection rates exceeding 90 percent. Some philosophy journals have wider scope; others are more narrowly focused. Candidates with different specializations can be expected to publish in different sets of journals, and there is no one journal or set of journals that every candidate should publish in. In what follows, 'book' means a peer-reviewed book published by a recognized university, scholarly, or commercial press; 'book chapter' means an essay in a peer-reviewed collection published by a recognized university,

scholarly, or commercial press; and ‘journal article’ means an article appearing or forthcoming in a refereed professional journal.

The Research Standard for Promotion to Associate Professor and Tenure

The University’s Guidelines for Appointment, Promotion, and Tenure state that candidates for the rank of Associate Professor “must show clear and convincing evidence of emerging stature as regional or national authorities unless their work assignments are specifically at the local or state level.”

Since the University’s guidelines for promotion and tenure also state that “the principal standard should always be quality rather than quantity”, it is impossible to specify a minimum number of publications necessary, or sufficient, for meeting the research standard for promotion to Associate Professor of Philosophy. However, as a very rough guide, a candidate with neither a book, nor at least six journal articles (or book chapters), published or accepted will not count as meeting the University’s standard of clear and convincing evidence of emerging stature as a regional or national authority, unless his or her publications are genuinely exceptional.

The precedence of quality over quantity entails that the publication of a very large number of articles or multiple books is no guarantee of promotion or tenure: one exceptional article, published in a first-rank journal, will carry more weight than a dozen insubstantial publications. A path-breaking journal article will make a more significant contribution than a series of more derivative works, and a long substantial article will make a more significant contribution than a number of shorter and less substantial articles.

The candidate shall be evaluated based on the entire body of his or her written work that has been published or finally and unconditionally accepted for publication, regardless whether it was accepted or published before the candidate was hired. Written work which has been finally and unconditionally accepted for publication shall count as if it were already published. Book chapters shall count the same as journal articles. Journal articles and book chapters being common forms of philosophical publication, the publication of a book shall not be a requirement for promotion to Associate Professor of Philosophy.

The Research Standard for Promotion to Professor

The University’s Guidelines for Appointment, Promotion, and Tenure state that candidates for the rank of Professor “must show clear and convincing evidence of high levels of attainment in the criteria appropriate to their work assignments and the missions of their units. Unless the candidates’ assignments are specifically regional, they should demonstrate national or international recognition in their fields and the likelihood of maintaining that stature.”

Since the University's guidelines for promotion and tenure also state that "the principal standard should always be quality rather than quantity", it is impossible to specify a minimum number of publications necessary, or sufficient, for meeting the research standard for promotion to Professor of Philosophy. However, as a very rough guide, if, since a candidate's appointment at or promotion to Associate Professor of Philosophy, he or she has had published or accepted neither a book nor at least six journal articles (or book chapters), the candidate will not count as meeting the University's standard of clear and convincing evidence of high levels of national or international recognition, unless his or her publications during the period as Associate Professor are genuinely exceptional. A candidate with national or international stature will count as being likely to maintain that stature if he or she has an active, on-going research program beyond the publications being evaluated in the current promotion review.

The precedence of quality over quantity entails that the publication of a very large number of articles or multiple books is no guarantee of promotion or tenure: one exceptional article, published in a first-rank journal, will carry more weight than a dozen insubstantial publications. A path-breaking journal article will make a more significant contribution than a series of more derivative works, and a long substantial article will make a more significant contribution than a number of shorter and less substantial articles.

The candidate shall be evaluated based on that portion of his or her work that was finally and unconditionally accepted for publication too late to have played a role in his or her appointment at or promotion to the rank of Associate Professor of Philosophy. Written work which has been finally and unconditionally accepted for publication shall count as if it were already published. Book chapters shall count the same as journal articles. Journal articles and book chapters being common forms of philosophical publication, the publication of a book shall not be a requirement for promotion to Professor of Philosophy.

The Research Standard for Tenure at the Rank of Professor of Philosophy

In order to receive tenure an untenured Professor must meet the teaching, research, and service requirements for the rank of Professor.

Additional Evidence

While not a substitute for the publication of journal articles, book chapters, or a book, the following kinds of achievements shall count as confirming evidence of the national or international recognition of the research of candidates for tenure, promotion to Associate Professor of Philosophy, and promotion to Professor of Philosophy:

- conference presentations, especially peer-reviewed presentations and specially invited presentations
- invited presentations at other institutions
- service as a journal editor

- service as an editor of an anthology
- citation and/or discussion of the candidate's work in the publications and/or public presentations of other philosophers and/or use of the candidate's work in teaching philosophy at other institutions
- service as a referee for a journal, book publisher, conference, or research award competition
- service as an organizer of a conference or lectures
- service as a member of an editorial board
- textbooks and translations written by the candidate, to the extent that they contribute to research in philosophy.

Procedure for Revising this Document

This document and discipline-specific criteria must be accepted by the faculty within the Department of Philosophy, and must be reviewed and approved by the dean of the College and the Senior Vice President for Academic Affairs and Provost. New faculty members must be provided with this PTU document and University Guidelines. In addition, any changes or updates to this PTU document must be approved by the faculty, dean and the Provost. All revisions and approval dates must be listed in the PTU document.

Approved by the University, June 8, 2015