

## Philosophy Program - Tenure and Promotion Guidelines

University policies and procedures regarding tenure and promotion are available through the [ISU Policy and Procedures](#):

Tenure and promotion decisions are guided both by college guidelines and by more specific expectations expressed in the criteria outlined in the documents on the following pages. College guidelines are available on the [CAL website](#).

### Departmental Promotion and Tenure Guidelines Regarding Committee Structure, Philosophy

Tenure and promotion committees for faculty in philosophy shall consist of five members, including a student and one member of the faculty outside of philosophy. All the faculty members should be either tenured or tenure track. Every member of the committee will have a vote. The committee will not include the Director of Philosophy, who will write a separate letter. If all the members of the committee from philosophy are tenured, the outside member will of necessity not be a tenured member of the faculty. The candidate for tenure and promotion will choose one of the faculty members serving on the committee. In addition, the candidate will submit a list of students, one of which will be selected by the committee to serve as the student representative.

The committees will be determined by the philosophy faculty (excluding the candidate). Should it happen that fewer than three members of the philosophy faculty are available to serve on the committee, a member of the English faculty may be appointed as one of the five in addition to a member from outside the department. In the case of a committee for the promotion of a candidate for full professor, at least one of the members of the committee must be a full professor.

Every member of the committee votes.

Tenure, tenure and promotion, or promotion committees shall be appointed by the Philosophy Committee.

Approved January 2006

## Teaching Expectations for Faculty in Philosophy

[Used for tenured/tenure-track faculty and lecturers.]

All the faculty members in the philosophy program are expected to be effective teachers. Faculty, who are tenured or tenure-track, are expected to teach both lower-division courses and upper-division and graduate-level courses. Philosophy teachers should be effective not only with our fairly large introductory classes but also with small groups. In addition to being able to deliver lectures, the faculty members should be capable of running effective discussion groups, and supervise students pursuing independent study projects.

Evidence of teaching effectiveness is obtained in the first instance from class visitations and course evaluations. Committees evaluating teaching effectiveness will also look at syllabi and other instructional material such as handouts, examinations and other assignments. Key items the committee will try to detect from these sources include:

- Adequate coverage of material.
- Adequate level of the material. Courses are expected to be at college level; upper division and graduate level courses are expected to be at the appropriate level.
- Proper use of class time.
- Organization. Courses are expected to be well organized, and individual class sessions are also expected to be well-organized.
- Engagement of the students. Instructors should at all times endeavor to engage the students' interest.
- Adequate amount of work demanded of the students.

Other important teaching duties include advising students, serving on undergraduate Phil 4492 theses committees, and serving on graduate theses committees.

A candidate for tenure, promotion or PPR will be judged **satisfactory** if they perform well in these categories as determined by the course evaluations, class visits and an examination of their teaching materials. A candidate will be judged **superior** if in several of these respects they perform exceptionally well.

## Research Expectations for Tenured and Tenure-Track Faculty in Philosophy

Members of the philosophy faculty are aware of trends in their areas of expertise and engage professionally with others in their fields on a regular basis. Still, as a department, we think it is important for philosophy faculty members to be able to illustrate their interest and engagement in some of the following ways:

The best evidence of professional engagement is publication in one's field. Other professional activity, while expected, cannot replace substantial, peer-reviewed publications that external reviewers recognize as a contribution to the faculty member's field.

These publications are usually one of the following:

- Monographs published by reputable academic presses
- Articles published in reputable peer-reviewed professional journals
- Articles or chapters in collections of essays

The following activities serve as primary evidence of quality scholarly work:

1. Publication of articles/ papers in peer-reviewed journals
2. Publication of articles/chapters within peer-reviewed or invited monographs or books.
3. Publication of monographs or books by peer-reviewed presses.
4. Publication of textbooks.
5. Publication of substantial review essays.
6. Funding of external research grants or other competitive awards.

The following activities serve as supplementary evidence of quality scholarly work:

1. Giving presentations at professional conferences.
2. Serving as a commentator at professional conferences.
3. Showing evidence of ongoing research by, for instance participating in a Works-In-Progress seminar or What's New In Your Field.
4. Organizing panels at professional conferences.
5. Disseminating the results of research to public audiences.
6. Published shorter reviews.
7. Publication in proceedings of scholarly meetings.
8. Publication in non-refereed venues.
9. Submission and funding of internal research grants.
10. Submission of external research grants, even if not funded.
11. Directing theses and/or dissertations successfully.
12. Serving as a member of an editorial board.
13. Serving as an external reviewer for a journal, press, non-ISU award committee or jury.
14. Serving on the executive board of a professional association or organization.

The last three of these are also forms of professional service, and illustrate the interrelatedness of our various activities.

A candidate for tenure or promotion or PPR will have a research program that is **satisfactory** if he/she has, since the time of hire or the last promotion, participated regularly in some of the activities listed in 1-18 above and published, or had accepted for publication, a monograph or at least one, but usually two, substantial, peer-reviewed articles or chapters in refereed books (or equivalent). A candidate for tenure or promotion or PPR will have a research program that is **superior** if he/she has, since the last promotion or PPR, participated yearly in some of the professional activities listed above *and* published or had accepted for publication a peer-reviewed monograph or four or more of the activities listed in 1 – 6 above, including substantial peer-reviewed articles in his/her areas of expertise which are significant contributions to the candidate's field. A candidate with fewer than four articles, but whose articles make a genuinely outstanding contribution to his or her field may also be considered superior. The value and impact of a refereed scholarly article, books chapter or monograph or of a research-based grant depends on many factors, including but not limited to prestige, selectivity, editorial board make-up, circulation, university library subscriptions and repute of the journal, press or granting body. While a scholarly publication record of the kind listed above is a good indicator of superior work, the performance is best measured in conjunction with advice of external reviewers who can assess the quality of the work and its value as a contribution to the candidate's field.

Candidates who meet these expectations merit tenure and/or promotion or successful PPR. The philosophy faculty is also committed to continuing to encourage the university to provide incentives and rewards for outstanding members of the graduate faculty by providing additional salary increase at the time of promotion and periodic performance review, automatic course releases just before or after promotion, sabbaticals just after promotion, and/or additional research funds to seed or finish projects. The department chair may consider nominating faculty members whose research is deemed outstanding for one of the university's Outstanding Researcher awards.

## Service Expectations for Faculty in Philosophy

[Used for tenured/tenure-track faculty and lecturers.]

The service component of faculty workload refers to professionally-related work that benefits the university and other educational institutions, or that fosters closer connections between school and community, but does not directly pertain to teaching or research.

Like other faculty members around the university, faculty in Philosophy are expected to take part in committee work and other parts of university governance. In a normal year, each faculty member is expected to serve on at least one committee at the departmental, college, or university level. Many of us, however, are involved at all three levels and sometimes in more than one capacity. Additionally, most faculty members make an effort to serve the larger community, using their expertise and skills to educate the public and to work for organizations that serve the public good. Finally, faculty members can serve as organizers of conferences and as officers in national or regional organizations devoted to academic goals.

Service should be considered satisfactory, for purposes of tenure, promotion, or PPR, if a faculty member has served effectively on the philosophy committee in the department each year since the last review or since hire, has served on college or university committees or in administrative capacities since the last review or since hire, has participated regularly in academically related public service since the last review or since hire, and has also served as needed on graduate exam and colloquium committees within the department and as Graduate Faculty Representative outside the department. Evidence of effectiveness might include, for example, such documents as committee reports, developmental grants, or letters of support from committee chairs.

Service may be considered superior, for purposes of tenure, promotion, or PPR if, in addition to meeting the requirements for satisfactory service, a faculty member:

1. Has served effectively on three or more departmental, college, or university committees (including ad hoc and exam committees) each year since the last review,  
-or-
2. Has served as chair of a campus- or college-wide committee,  
-or-
3. Has served as an officer in a professionally-related organization,  
-or-
4. Has combined some of these activities with more than ordinary participation in public lectures, workshops, and other forms of education outreach.

Evidence of effectiveness might include, for example, committee reports, developmental grants, transcripts of public presentations, letters of support from committee chairs, or other relevant documents. They will be evaluated by the committee conducting the tenure, promotion, or post-tenure review.

The department is also committed to continuing to encourage the university to provide incentives and rewards for outstanding members of the graduate faculty by providing additional salary increase at the time of promotion and periodic performance review, automatic course releases just before or after promotion, sabbaticals just after promotion, and/or additional research funds to seed or finish projects. If the service record is deemed outstanding, the Department Chair may consider nominating the faculty member for the University's Outstanding Public Service award.