

**DEPARTMENT OF HUMANITIES AND CULTURAL STUDIES**



5) In addition to the necessary record of publication indicated above, productivity should be demonstrated on a continuing basis by such activities as presentation at and participation in the organization of conferences, workshops, and colloquia at various levels nationally and internationally; participation on editorial boards; external and internal funding for research; invited scholarly presentation; readings; requests to review articles, book manuscripts, and grant proposals; professional offices; publicly engaged scholarship, such as museum exhibits, films, public events, and websites; and the receipt of national or international fellowships, residencies, awards, prizes, and other honors.

## B. TEACHING

Successful candidates for tenure must demonstrate excellence in teaching. Assessment of teaching quality occurs primarily at the departmental level, and should draw on documentation generated throughout the candidate's tenure-earning years. Because teaching is a multifaceted activity involving work inside and outside scheduled class meetings, the departmental T&P committee will evaluate applicants based on their work in the following categories. Excellence is about balance and sustained activity across the following categories. [Evidence of excellence can be demonstrated by achievement in the following areas.]

- 1) Evidence of curricular and pedagogical innovation may include:
  - a. a willingness to take responsible educational risks, such as introducing new courses, controversial topics, and innovative teaching techniques
  - b. work with faculty outside the department to develop curricula
  - c. integration of contemporary and multidisciplinary scholarship
  
- 2) Evidence of curricular and pedagogical maintenance may include:
  - a. the reevaluation and refinement of teaching, including but not limited to the design and revision of courses to reflect new developments in the discipline
  - b. continuing research in a content area related to teaching
  
- 3) Evidence of excellence in instructional techniques may include:
  - a. effective presentation of course material and communication with students
  - b. accessibility and helpful advising to students regarding their classwork
  - c. provision of substantive and detailed response to students on their work
  - d. presentation of courses which are demanding, thoughtful, and clearly organized
  - e. an emphasis on analysis and interpretation instead of primary reliance on narration and description
  - f. the fostering of students' skills in critical thinking and verbal and written communication
  - g. student and peer evaluations. In assessing a faculty member's performance as an instructor, department reviewers will carefully note the patterns in these

evaluations in the context of an individual's assigned duties. Department reviewers will also consider the number, range, level, and workload of courses taught

- 4) Evidence of teaching outside the classroom or scheduled course may include:
  - a. The direction of students engaged in independent study, supervision of internship
  - b. Membership in graduate comprehensive examination and thesis/dissertation committees within and outside the department; and
  - c.

- 9) critique of manuscripts and other materials intended for publication;
- 10) service on editorial boards of professional publications;
- 11) participation in the organization of professional conferences; and
- 12) community service (e.g. public lectures, interviews with the news media)

For Promotion to Full Professor the above criteria are used with the understanding that the evaluated materials represent work since tenure:

(1) A record of excellence in teaching. Candidates are expected to have made substantial high-quality contributions to the Department's teaching mission in accordance with their a g0 G(with t)-nteTQ0.00000

department (especially when a department spans multiple campuses), and to the candidate's ability and willingness

limited to the design and revision of courses; evidence of contributions to curriculum and program development;

- Copies of all scholarly work published, in press, or under consideration for publication;
- Evidence of departmental, college, university, community, and/or professional service.

#### IV. AMENDMENDING THE T&P DOCUMENT

- A. This governance document may be amended at any faculty meeting with a quorum as defined by the bylaws. Proposed amendments, should be distributed at least 1 week prior to the meeting.
- B. A majority vote of the faculty shall be required to amend this document..

Approved by department faculty vote 28 August 2015  
Approved by Dean's Office, April 4, 2016

Revised for consolidation and approved by faculty vote 18 June 2020  
Approved by Dean's Office and Provost's Office 17 June 2020.