Promotion to Associate Professor with Tenure:

Research
Candidates for promotion to tenure must bring to completion a high quality, major project of research and writing in the form of a book, a monograph, or a series of several related articles in peer reviewed journals. The tenured members of the Department will arrive at a judgment as to the quality, significance, and scholarly contribution of the research project, informed by their internal deliberations and the reports of external referees consulted as part of the formal tenure process. In addition, candidates are expected to have made substantial progress on a second major project. Any evidence of work conducted on this project should be included in the tenure dossier.

Teaching
The Department of Government shares the University's commitment to pursuing excellence in teaching. The Department does not believe that excellence in teaching can be demonstrated simply by meeting a predetermined percentage of "good" or "excellent" check-offs on student evaluations. The Department also understands that teaching excellence is often something that is achieved over time, as a professor learns the craft of teaching and develops his or her pedagogical skills. The tenured members of the Department will arrive at a judgment of excellence in teaching, as informed by the candidate's Teaching Statement, the long-term trend in student teaching evaluations, which combine quantitative data with qualitative comments, syllabi, and reports submitted by other faculty who have co-taught with the candidate or who have reviewed the candidate's teaching through classroom visits. The Department will also consider any additional pedagogical materials submitted by the candidate, including the record of mentoring (e.g., student tutorials, theses, advising).

Colleagueship
The Department of Government believes that colleagueship is intrinsically important insofar as it allows faculty to contribute to the University, the wider community of which it is a part, and to the profession. At the same time, it is instrumentally important in that it affords an opportunity to increase visibility and build a reputation among colleagues in other departments who may never have the opportunity to read a faculty member's publications. The tenured members of the Department will arrive at a judgment of excellence in colleagueship, as informed by the candidate's intellectual and service contributions to the Department, to the University, and to other communities, including but not limited to service on departmental and University committees, organizing and participating in departmental and University colloquia, participation in and service to professional associations, and similar activities.

Promotion to Full Professor:

A decision on promotion to full professor is taken mainly on the candidate’s performance since tenure as a scholar, a teacher, and colleague (on teaching, see above). Candidates for promotion to full professor must bring to completion a major project of research and writing in the form of a
book, a monograph, or a series of several related articles in peer reviewed journals. The significance and scholarly contribution of the research project will be determined by the tenured members of the Department and will be informed by the judgment of the external referees consulted as part of the formal promotion process.

Regarding colleagueship post-tenure, candidates are generally expected to show an increase in the form of greater service to the department, University, and to other communities.

Additional Policies:

1. The expectation that the candidate will have completed a significant research project is simultaneously an expectation that the work will be presented in a published form for evaluation.

2. The Department will not give the same weight to works submitted for review, in progress, or under advance contract as it will to works that have already been published. Similarly, the Department will consider the quality of the press and/or journals in which the candidate’s work is published. "Non-traditional scholarship" (as described in the April 29, 2011 Report of the Committee for the Evaluation of Non-Traditional Scholarship in Tenure and Promotion) will be evaluated in accordance with University policy should the candidate wish to submit such material for review. The senior faculty of the Government Department will determine what constitutes "non-traditional scholarship."

3. Following the Advisory Committee’s regulation (1(1)(e), candidates are expected to be clear and completely candid regarding the status of their projects when standing for tenure or promotion. The Advisory regulation provides: “Candidates are responsible for informing the department immediately of all changes, favorable or unfavorable, in the publication status of manuscripts listed on the vita as under review.” Any deliberate misrepresentations of the scholarly record will weigh heavily in the Department’s deliberations and may be considered sufficient cause for a negative decision.

4. Candidates should consult the Faculty Handbook for policies and procedures bearing on tenure and promotion decisions. These would include, in addition to the Academic Council By-Laws, those sections in the Handbook on: the Academic Council and its Committees, the Academic Council Guidelines, the Policies of the Advisory Committee, the Guidelines of the Review and Appeals Board, and the Policies of Academic Affairs. Candidates should also consult any statements on tenure policies or procedures that might be issued from time to time by the Office of Academic Affairs.