

Approved by Dean of Faculties, 4/7/2013

## **GUIDELINES FOR RETENTION, TENURE, AND PROMOTION**

Involving Joint Appointments between the Women's and Gender Studies Program and CLLA Programs/Departments

Whether for purposes of initial appointment, retention, tenure, or promotion decisions, faculty are evaluated in three areas: research and scholarly productivity, teaching, and service. The guidelines below should be read in conjunction with the tenure and promotion guidelines adopted by the partnering department, which will provide further details about research expectations, the Tenure-Promotion Guidelines of the College of Liberal Arts (hereafter referred to as the *College Guidelines* at <http://dof.tamu.edu/node/23>, University Rule 12.01.99.M2 at <http://rules-saps.tamu.edu/PDFs/12.01.99.M2.pdf>, and University Guidelines at <http://dof.tamu.edu/content/annual-midterm-and-post-tenure-review>)

### **Criteria for Promotion to the Rank of Associate Professor:**

A candidate for appointment to the rank of Associate Professor must meet the following three requirements:

First, s/he must have an established record and program of research and scholarly productivity beyond the doctoral level; see Section IIA(2b) of the *College Guidelines*.

Second, s/he must have demonstrated a record of high quality in teaching.

Third, s/he must have demonstrated a record of satisfactory service to their Programs, University, and profession.

### **Criteria for Promotion to Full Professor:**

Promotion to full professor signifies national recognition. Normally, excellence in both teaching and significant service is expected, but the promotion rests primarily on demonstrated accomplishment in research and publication since tenure and promotion to associate professor. (For exceptions to the normal standards, see section 4.5.4 of University Rule 12.01.99.M2). Promotion dossiers should demonstrate the quality of the research, the prestige of the venue, and the impact of the publications.

### **Research:**

See Section IIIC(4) of the *College Guidelines*. It is assumed that the candidate will be publishing work relevant to both the departmental discipline [if applicable] and Women's and Gender Studies Program; this may entail publishing blended work relevant to both areas of the appointment and/or a mixture of work (some relevant to one area, some to the other). Publication venues should be high quality, refereed outlets, as assessed by impact scores, rejection rates, or evidence of reputation in a particular research area. There is no requirement that the candidate publish equally in venues associated with one program or the other—that is, s/he may opt to place work entirely or partly in outlets associated with one field. It should be noted that a candidate who publishes a mixture of work (e.g., some articles focusing on gender studies with little relevance to the departmental discipline, others focusing on the latter with little relevance to gender studies) is *not* expected to produce a larger quantity of work than would ordinarily be expected of a candidate for tenure/promotion in the TAMU College of Liberal Arts who does not have a joint appointment.

The candidate will meet periodically with faculty mentors from both areas in order to discuss appropriate publication venues.

#### *Books and chapters*

The relative weight given to theoretical and research monographs depends on their quality, their originality, and their impact upon the substantive field. Evidence of quality can include but is not limited to the prestige of the press

issuing the book, the extent to which the book is cited, book reviews, and reviews by researchers within the substantive area. For promotion to associate professor, there should be clear evidence of contributions beyond the dissertation. It should be noted, however, that the candidate may choose to offer as evidence of tenurability a series of refereed articles rather than a book, and that research plans will vary depending upon the candidate's research area; within some disciplines, book publications are considered more significant than article publications, whereas other disciplines value articles above books. Thus the research agenda (i.e., books vs. articles) for a given joint appointment should follow the protocol for the partnering discipline.

### *Articles*

Refereed articles normally weigh more heavily in tenure and promotion decisions than invited or non-refereed articles, though all articles are judged by their contribution to a research area and by the outlet in which they appear. Outlets such as *Signs*, *differences*, *Feminist Studies*, *Women's Studies: An Interdisciplinary Journal*, *Tulsa Studies in Women's Literature*, *Gender & Society*, *Camera Obscura*, and *Hypatia* are examples of highly regarded journals in the field. This list includes some journals that may not be relevant to a particular candidate's research area, and Women's and Gender Studies does not demand that publications be from any set list: these examples are intended to signal the kind of outlet that would be regarded as clearly prestigious rather than to imply that journals not on this list would be unacceptable. Citations to a particular article are also evidence of how an article is viewed within a research area. A candidate presenting a series of articles in place of a book as part of the tenure dossier should provide a statement explaining how the articles fit into a focused research agenda. Non-refereed publications should be discussed with the candidate's mentors.

### *Grants and Fellowships*

Grants or fellowships are not required for tenure and promotion. However, their acquisition can provide important evidence of research expertise and potential. Grants are evaluated by the reputation of the sponsoring agency. So, for example, the National Endowment for the Humanities and the National Science Foundation would be viewed as preeminent sponsors.

### *Authorship*

Authorship is read as an indication of the candidate's contribution to the work. Dual or multiple authored works are not judged as less important than sole authored works, but the nature of the candidate's contribution to the coauthored work should be made clear.

### *External Reviews of the Candidate's Research*

External reviews of the candidate's work will be conducted in accordance with the *College Guidelines* governing joint hires.

### **Teaching:**

Teaching quality is established both within the classroom and in other teaching activities. Criteria for the evaluation of teaching are detailed in section

Section IC(3) of the *College Guidelines*; teaching dossiers will include materials such as syllabi and other course materials, student evaluations, and direct faculty observations. For detailed information, see current College, Dean of Faculties, and University rules regarding tenure and promotion.

### **Service:**

Again, it should be noted that tenure and promotion candidates with joint appointments are *not* expected to offer the same amount of service to each program that would normally be offered by a candidate whose line is wholly within that program; the objective here should be a mixture of service that adds up to a total comparable to what is ordinarily expected of tenure candidates elsewhere in the College. Typically service is oriented toward the

department or program, the college, the university, the professional community and the public community. See the *College Guidelines* Section IIIC(6) for a discussion of the service report to be included in the dossier.

### **Procedures**

The *College Guidelines* note the following:

- If the faculty member being considered has a joint appointment funded in two or more departments, the department in which the faculty member is administratively located (ad loc) has the responsibility to ensure that the review process is conducted in accordance with the regular Promotion and Tenure procedures of the relevant departments.
- If the faculty member being considered has an appointment with an intercollegiate faculty in addition to a departmental appointment, then the ad loc department must request a review and evaluation from the intercollegiate faculty.
- See the *College Guidelines*, Section IIIB(2); also see the Program Bylaws for a further description of procedures governing tenure and promotion within the Women's and Gender Studies Program.