

## Political Science Faculty Tenure Assessment Criteria

Faculty achieve tenure by meeting departmental assessment criteria in the following three areas: A) teaching, B) scholarship, research and/or creative activity, and C) service. A candidate for tenure must demonstrate competence in all three areas, and excellence in one of the areas.

The RTP Committee will provide the candidate with specific examples of documentation that satisfy, and are consistent with, departmental tenure assessment criteria contained herein. It is the responsibility of the candidate to compile and present to the Political Science RTP committee a summary of his/her tenure track activities.

The tenure assessment criteria listed below enumerates the requirements of the Political Science program for a candidate to demonstrate competence and excellence in teaching; scholarship, research and/or creative activity; and service:

### A. Teaching Criteria

Competence in teaching is demonstrated by achieving all of the following

1. Student evaluation SRI ratings averaging 4.0 or higher
2. A minimum of six peer evaluations of classroom teaching demonstrating competence through breadth and depth of knowledge and teaching techniques (one peer evaluation per academic year)
3. A minimum of six supervisor evaluations of classroom teaching demonstrating competence through breadth and depth of knowledge and teaching techniques (one supervisor evaluation per academic year)
4. Propose, develop, and gain approval for a new course, or revisions to existing curricula.
5. Attend a school, institutional, local, national, or regional teaching-oriented workshop, seminar, or conference.
6. Maintain ethical and professional standards for teaching as defined by institutional policy.

Excellence in teaching is demonstrated by achieving, in addition to all the competence requirements, three of the following:

1. A school, institutional, or professional teaching award.
2. A majority of excellent institutional student evaluations (defined by SRI).

3. A minimum of four peer evaluations of classroom teaching demonstrating excellence through breadth and depth of knowledge and teaching techniques (one peer evaluation per academic year).
4. A minimum of four supervisor evaluations of classroom teaching demonstrating excellence through breadth and depth of knowledge and teaching techniques (one peer evaluation per academic year).
5. Teach in a study abroad program.
6. Mentor an undergraduate research project, which results in an award nomination, or submission for publication or conference participation.
7. Propose, develop, and gain approval for a new 4000-level course.
8. Guest lecture at another college or university, or at a community or professional organization.
9. Complete other accomplishments or practices that demonstrate excellence in teaching (as negotiated with the Department RTP Committee).

#### B. Scholarship, Research, and/or Creative Activity Criteria

Competence in scholarship, research and/or creative activity is demonstrated by achieving all of the following:

1. Sole or co-authorship and submission of one peer-reviewed book, book chapter, book review, or article for publication
2. Attend two off-campus professional seminars, workshops, or conferences in the candidate's field of expertise.
3. Maintain ethical and professional standards for scholarship, research, and/or creative activity as defined by institutional policy.

Excellence in scholarship, research and/or creative activity is demonstrated by achieving in addition to all the competence requirements, three of the following:

1. A school, institutional, or professional scholarship, research and/or creative activity award.
2. Sole or co-authorship of one published peer-reviewed book.
3. Sole or co-authorship of one published peer-reviewed book chapter.
4. Sole or co-authorship of one published peer-reviewed article.
5. Organize a professional seminar, workshop, or conference.
6. Present a paper or be a discussant at an off-campus professional seminar, workshop, or conference.

7. Participate in interdisciplinary research collaborations with faculty from other disciplines.
8. Present a paper or be a discussant at an on-campus professional seminar, workshop, or conference, or scholarly event (e.g., MLK Commemoration).
9. Edit or prepare published peer-reviewed editions, collections, or journals.
10. Participate in other substantial scholarship or research projects (as negotiated with the Department RTP Committee)

### C. Service Criteria

Competence in service is demonstrated by achieving all of the following:

1. Serve on departmental committees as assigned or elected by the department.
2. Serve on one school committee or institutional committee.
3. Maintain ethical and professional standards for service as defined by institutional policy.

Excellence in service is demonstrated by achieving, in addition to all the competence requirements, three of the following:

1. A college, institution, community, or professional service award.
2. Serve on the Faculty Senate.
3. Chair one college or institutional committee.
4. Include a community service element in a course's curriculum.
5. Serve as a faculty advisor (internships, student clubs, etc.)
6. Provide service recognized as excellent by a letter from the president, a vice president, dean, or chair of the institution.
7. Provide service recognized as excellent by a letter from a community or governmental leader.
8. Provide service recognized as excellent by a letter from a leader of a professional organization.
9. Serve as an administrator at the institution (coordinator, director, chair or assistant chair, dean, or vice president, etc.).
10. Serve the department, school, or institution in other substantial ways (as negotiated with the Department RTP Committee).