

**DEPARTMENT OF PHILOSOPHY AND RELIGION
UNIVERSITY OF NORTH TEXAS**

Guidelines for Tenure and Promotion

1. The Department Tenure and Promotion Committee shall consider and recommend individuals for promotion and tenure in accordance with UNT Policy 06.004 Faculty Reappointment, Tenure, Promotion, and Reduced Appointments.
2. Decisions regarding tenure and promotion shall be made upon evidence of continuing productive performance during the professional career of the faculty member, including the results of the faculty member's department annual reviews and reappointment recommendations. Evaluation of a faculty member will focus on teaching, scholarly and creative activities, and service.
3. University Policy states that sustained excellence in teaching, scholarship, and service is essential for granting tenure and for promotion. Continuing growth through research and writing or other creative activities, participation in professional activities, and service to the university and profession must be evident for all promotions.
4. Teaching will be evaluated by student evaluations, peer review, self-evaluation, and the department PAC's assessment of contributions to both the undergraduate and graduate curricula. Additional teaching accomplishments include developing online courses, teaching course overloads, designing new courses, teaching Independent Studies, supervising Honors College Projects, McNair Students, supervising student research, attending teaching-related workshops and/or conferences, and directing MA theses and doctoral dissertations. All faculty are expected to serve our undergraduate teaching needs and participate in the education and professional development of our graduate students.
5. Service is expected as part of a candidate's workload assignment. Candidates are expected to participate in department governance, including active participation in committees and activities for undergraduate and graduate students, service on the Speakers, Exam, and Search committees. Additional service may also include search committees for other departments, serving on Faculty Senate, and/or serving on college, or university committees. Faculty seeking tenure and promotion will present their record of committee activities within the university and service to professional organizations outside the university, as well as other service activities they deem relevant.

Faculty seeking *promotion to professor* must engage in and demonstrate additional service and assume additional leadership roles at the department, college, or university, and/or to the profession. Examples of such service include major department roles such as Director of Undergraduate Studies, Director of Graduate Studies, Director of Jain

Studies or Director of Jewish Studies, chairing search committees, serving as a faculty mentor, service on college and university committees, serving on editorial boards or advisory boards of professional organizations.

6. Although teaching and service are important in consideration for promotion and tenure, no faculty member will be either tenured or promoted without evidence of publications that make original and scholarly contributions.

The Department acknowledges that philosophy and religion are diverse fields. In addition, our department includes members with doctoral degrees in various disciplines. Given our diversity, the Department recognizes a wide variety of accomplishments for tenure, including but not limited to single-authored books, co-authored books, edited or co-edited volumes, peer-reviewed journal articles and book chapters, journal editing, translations, audio and video productions, web pages, other new media, and externally funded research. The Department seeks to promote interdisciplinary collaborations of all types and will weigh interdisciplinary work produced in any of the above areas equally with intra-disciplinary work produced in the disciplines of philosophy and religious studies.

a) Assistant professors seeking tenure and promotion to associate professor must publish at minimum eight (8) peer-reviewed journal articles or peer-reviewed chapters in books or a substantial book based on scholarly research and two (2) articles or book chapters. At least 4 of the 8 publications must be journal articles. A substantial book is approximately 50,000-60,000 words and published by a major academic press. The department Tenure and Promotion Committee and Chair will determine the publication equivalence for shorter books.

Edited volumes published by a major academic press that make a scholarly contribution and/or that include an original and substantial introduction count for one to two (1-2) publications. The department Tenure and Promotion Committee and Chair will determine if the scholarly contribution merits one or two publications.

Qualitative assessments of all publications will be made by the department Tenure and Promotion Committee and Chair regarding the acceptance rates, prestige, and reputation of journals and publication venues.

Translations, public-facing work, engaged philosophy, new media, films, video, documentaries, digital scholarship, and other creative works must be peer-reviewed and/or juried prior to submission for external review. The department Tenure and Promotion Committee and Chair will determine the publication equivalence.

For multi-authored publications, each contributor's roles will be considered by the

department Tenure and Promotion Committee and Chair. Typically, the department gives full credit for co-authored publications.

Peer-reviewed, awarded, external research grants may count for one to two (1-2) publications. Grants may not substitute for more than two (2) publications.

Other scholarly activities that may be included in a candidate's dossier include book reviews, conference proceedings, publications for classroom use, conference presentation, posters, participation in workshops, scholarly awards and recognitions, scholarly citations, and public presentations. Although none of these activities may substitute for publications, they are valued by our department and will strengthen a candidate's case for tenure and promotion.

All scholarly activities must take place during a candidate's employment at the University of North Texas. If a publication appears after a candidate is hired here, it must state UNT as the institutional affiliation to be included in the dossier. Publications at other institutions will be considered only as part of the holistic review of a candidate's career.

b) Associate professors seeking promotion to professor, during their time as associate professor, must *meet and exceed* the criteria for tenure and promotion from assistant to associate professor: more than eight (8) peer-reviewed articles or book chapters, or a substantial book based on scholarly research and two (2) articles or chapters. At least 4 of the 8 publications must be journal articles. A substantial book is 50,000-60,000 words and published in a major academic press. The department Tenure and Promotion Committee and Chair will determine the article equivalence for shorter books.

Edited volumes published by a major academic press that make a scholarly contribution and/or that include an original and substantial introduction count for one to two (1-2) publications. The department Tenure and Promotion Committee and Chair will determine if the scholarly contribution merits one or two publications.

Qualitative assessments of all publications will be made by the department Tenure and Promotion Committee and Chair regarding the acceptance rates, prestige, and reputation of journals and publication venues.

We expect significant participation in national and international organizations and scholarly societies related to the candidate's area of specialization.

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Peer-reviewed, awarded, external research grants may count for one to two (1-2) publications. Grants may not be substituted for more than three (3) publications.

Other scholarly activities that may be included in a candidate's dossier include book reviews, conference proceedings, publications for classroom use, conference presentation, posters, participation in workshops, scholarly awards and recognitions, scholarly citations, and public presentations. Although none of these activities may substitute for publications, they are valued by our department and will strengthen a candidate's case for tenure and promotion.

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These guidelines for tenure and promotion apply to all candidates for promotion and tenure who begin their in-rank work for advancement after the approval of these guidelines; they will also apply to candidates seeking promotion from associate to full professor.

7. Consideration for promotion to the rank of associate professor and a decision regarding tenure will be made concurrently except in unusual cases. Normally, a faculty member will serve the full probationary period as defined in the University Policy Manual before a tenure decision is made. Length of service per se cannot be a basis for the awarding of tenure or a promotion to associate professor. Nor can length of service be a basis for promotion to professor.

8. Candidates for Tenure and Promotion may appeal negative recommendations at the departmental, college, or university level by following the procedures outlined in UNT Policy 06.004.