

Retention, Tenure, and Promotion Guidelines for the  
Department of Sociology and Interdisciplinary Social Sciences  
Adopted: 04/12/2018

Vote: 14 –

process. We also acknowledge that students often evaluate women and/or people of color more critically than they do white male professors. The department recognizes that faculty may challenge normative approaches to knowledge production when teaching and that scholars who teach in this way often face resistance in the classroom. Thus, SOTES may reflect students' discomfort with topic matter and challenges to normative ways of thinking, particularly in GE courses.

Baseline Standards for Teaching for Tenure and Promotion

SOTE scores consistent with or above the departmental averages

Positive peer evaluations

Engagement in assessment activities

Good Standards for Teaching for Tenure and Promotion

Meet all baseline standards

SOTE scores consistent with or above the college and university averages

## Scholarly and Creative Activity

Scholarship plays a key role in remaining current in one's areas of study and engaged with the community of scholars. The department acknowledges that research takes many different forms. In evaluating scholarly work, we adopt three criteria: content of scholarship based on well-grounded theory and research, rigor and quality of communication, and the public impact of writing. <sup>1</sup>Peer-reviewed writing primarily takes the form of academic journal articles. Scholarly and creative work also includes community based research, scholarship on teaching and learning, and public scholarship (for example writing in social and print media venues and for a non-academic audience), applied research, book chapters, papers published as part of refereed proceedings, paper presentations (including but not limited to presentations at professional conferences), grants and grant proposals, awards for research, and review essays. At the same time the department acknowledges that faculty's ability to produce research is in large part dictated by available resources (such as RSCA support and research funds). Furthermore, while work published in scholarly outlets is considered to be the standard, the department values and encourages writing that disseminates academic scholarship to extra-academic publics, which can be demonstrated to support and enhance research, teaching and service. Such work can be counted as a significant portion of faculty research. When using work of this nature to build a case for tenure and promotion, it is essential that the work be grounded in social science theory and research and be reviewed by experts who are able to make an objective evaluation. Experts in this area can include either qualified academics or community representatives.

The Department of Sociology and Interdisciplinary Social Sciences acknowledges that expressions of scholarly/creative activity vary widely from individual to individual. Therefore, faculty may demonstrate their work in a variety of ways and while there is no specific expectation in the number of publication the department offers the following guidelines.

### Baseline Standards for Scholarly, Artistic or Professional Achievement for Tenure and Promotion:

Two peer-reviewed single/co-authored articles and research based reports

WITH

Other scholarly engagement including, but not limited to, paper presentations, grant writing, and non-peer reviewed writing

### Good Standards for Scholarly, Artistic or Professional Achievement for Tenure and Promotion:

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<sup>1</sup> See American Sociological Association white paper "What Counts? Evaluating Public Communication in Tenure and Promotion": [www.asanet.org/sites/default/files/2016/08/TF\\_Report\\_What\\_Counts\\_Evaluating\\_Public\\_Communication\\_in\\_Tenure\\_and\\_Promotion\\_Final\\_August\\_2016.pdf](http://www.asanet.org/sites/default/files/2016/08/TF_Report_What_Counts_Evaluating_Public_Communication_in_Tenure_and_Promotion_Final_August_2016.pdf) . Also see the statement from the National Women's Studies Association: [http://www.nwsa.org/Files/Resources/2013\\_-\\_NWSA-TenureStatementFINAL.pdf](http://www.nwsa.org/Files/Resources/2013_-_NWSA-TenureStatementFINAL.pdf)

One scholarly book manuscript forthcoming by a peer-reviewed scholarly press

OR

Three single/co-authored peer-reviewed articles and research based reports

WITH

Other scholarly engagement including, but not limited to, paper presentations, grant writing, and non-peer reviewed writing

Excellent Standards for Scholarly, Artistic or Professional Achievement for Tenure and Promotion:

One scholarly book manuscript accepted by a peer-reviewed scholarly press AND one other peer-reviewed product

OR

Four+ single/co-authored peer-reviewed articles and research based reports

WITH

Other scholarly engagement including, but not limited to, paper presentations, grant writing, and non-peer reviewed writing

Candidates should demonstrate the significance of their scholarly/creativity work in their narrative. Interdisciplinary candidates may ask to have one interdisciplinary tenured member on their committee. Candidates should continue to exhibit scholarly engagement in their field post-tenure.

### Service

Service is an essential component to operation of the department, college, university, and professional development. Service can take many different forms both within the university (i.e. department, college, university, or student organizations), the community (i.e. local, state, regional, or national committees, community organizations, and union leadership roles), and the profession (i.e. service to a professional organization, and organizing scholarly meetings). It is expected that faculty take on increasing service responsibilities as their careers progress and that the service be at multiple levels. Following are the standards for service, while ideally a candidate would meet all of the standards listed the department's expectation is that a reasonable number be achieved.

Baseline Standards for Service for Tenure and Promotion:

Participation in department service, including shared governance and participation in department committees

Program related activities such as: participating in general education and/or program assessment data collection, program building and implementation, and contributing to curricular development

Advising and mentoring students

Completing assigned administrative tasks in a timely manner

Good Standards for Service for Tenure and Promotion:

Meet all baseline standards

Service on college or university level committees or community or professional organizations

Assuming leadership in program related activity, department administration, or in at least one committee

Excellence Standards for Service for Tenure and Promotion:

Meet all baseline and good standards

Service on committees at multiple levels during period under review (the idea here being that folks should be serving on, for example, both department and college and university committees)

Exceptional advising and/or mentoring of students

Assuming leadership roles in department, college and/or university level, professional, and community service