

## **Tenure and Promotion Requirements for the Department of Philosophy and Humanities East Tennessee State University**

### **Introduction**

In order to contribute to the mission of a regional public university, we recognize that evidence of excellence in both teaching and research will be necessary for tenure and promotion in the Department of Philosophy and Humanities. Service to the department, college, university, profession, or community is also expected.

### **Teaching**

Our aim as philosophy teachers is to foster in students the desire, knowledge, and skills needed for clear and careful thinking and dialogue. It is the responsibility of the instructor to cultivate an atmosphere conducive to student engagement. Peer evaluations of teaching will be used as the primary measures of teaching effectiveness. The department regards SAIs (student assessment of instruction) as a valuable tool for instructors to measure their successes and challenges with student engagement; decisions about the granting of tenure and promotion, however, are not based upon student evaluations as such. We expect instructors to be refining and improving their courses in light of ongoing research in the content area of courses, and in light of best practice in teaching methods and the uses of instructional technology. All faculty are expected to supervise undergraduates with their senior theses, contribute fully to the diversity and number of courses that the department offers each year, and make themselves available to review their peers' teaching effectiveness.

### **Research**

All members of the department are expected to be actively engaged in a coherent program of research. Creativity and original thinking cannot be forced, though it should be ongoing, beyond goals and awards of tenure and/or promotion. Submission of work for peer review and presentation at professional conferences is considered relevant as evidence of ongoing scholarly activity. We expect that: (1) a candidate for tenure and promotion to associate professor will have at least three quality peer-reviewed publications (articles, books, book chapters) accepted for publication between the beginning of one's first contract and the due date for submitting an application for tenure and promotion; (2) a candidate for promotion from associate professor to professor will clearly exceed the expectations in research for promotion to associate professor, for example, by publishing a greater number of quality articles, book chapters, etc., or by publishing in more prestigious and competitive venues, or by otherwise achieving a more noteworthy publication record. For promotion and tenure, the department requires external review of research by a minimum of two faculty (or persons of equivalent professional standing) in the candidate's field.

### **Service**

All the members of the department are expected to share in service responsibilities. These include but are not limited to: chairing or serving on departmental, college, or university committees, service to the profession, contributing to routine departmental academic audits and reviews, serving as a faculty advisor for an academic program, serving as an advisor to a campus student organization, or contributing to the intellectual life of the campus or community.