

April 23, 2007

Department of Philosophy

College of Liberal Arts

University of Minnesota, Duluth

STATEMENT CONCERNING CRITERIA FOR TENURE AS REQUIRED BY
SECTION 7.12 OF THE REGULATIONS CONCERNING FACULTY TENURE

I. Introductory Statement

This document describes with more specificity the indices and standards which will be used to evaluate whether candidates meet the general criteria in Section 7.11 of the Regulations. For a complete perspective, the reader is advised to review Section 7.11 and 7.12 in their entirety.

II. Departmental Mission Statement

The mission of the Department of Philosophy is to help students learn the art of critical thinking, to aid them in acquiring a significant understanding of the philosophies which shape our world, to acquaint them with a variety of expressions of the human mind and spirit as these appear in the arts, literary sources and historical documents, and to prepare them for a lifetime of intellectual flourishing.

III. Criteria for Tenure

General Criteria. The basis for awarding indefinite tenure is the determination that the achievements of an individual have demonstrated the individual's potential to continue to contribute significantly to the mission of the University and to its programs of teaching, research, and service over the course of the faculty member's career. The department does not arbitrarily define the degree of importance which should be attached to each of the different criteria for promotion and tenure. Ideally, a candidate should demonstrate distinction in all three areas which are stressed in this statement - teaching, scholarship and service.

A. Teaching

Teaching effectiveness is determined by the following:

1. The work load with regard to numbers of courses, students, advisees.
2. The difficulty, beyond numbers, of the individual's teaching load.
3. The level of teaching ability as indicated by student and peer evaluations.

4. Significant improvement of existing courses or the development of valuable new ones.
5. Activity in the improvement of the quality of teaching in the department or campus.
6. Research or professional activity that demonstrates commitment to high quality teaching.
7. Teaching awards won by the faculty member.
8. Instruction that reflects scholarly activity.

With regard to the criterion of teaching, an individual's teaching ability justifies tenure and/or promotion when it exhibits such qualities as these:

- a. Mastery of the subject areas usually assigned.
- b. Superior ability to articulate philosophical problems and to understand students' comments and questions.
- c. Intellectual challenge which exacts from students the high scholastic performance appropriate to a University.
- d. Conscientious course planning.
- e. Adroit facilitation of group learning processes.
- f. Concern for students and understanding of their scholastic needs.
- g. Determination of grades through competent and fair measures of students' achievement.
- h. Demonstrated willingness to communicate to students their degree of progress.
- i. Individual and cooperative effort in the development of new courses or the redesign of existing courses to respond to changing knowledge and changing student needs.
- j. Ability and aptitude to undertake diverse teaching tasks.
- k. Assigning papers and other projects appropriate to the level of the course.

B. Research

Admission to the department faculty and advancement within its ranks depends on serious commitment to and participation in the scholarly enterprise. Seeking mastery of one's field and sharing one's knowledge with other members of the academic community constitute the essence of scholarly work. Original contributions to the knowledge and interpretation of philosophy are

required for tenure. However, evidence of such work can be various: scholarly books published by reputable presses that referee submissions (especially prestigious presses) and articles in refereed scholarly journals (especially prestigious journals) are most helpful. Tenure will not be granted in the absence of such publication, nor without evidence of the candidate's continuing commitment to publishing research results in professional journals and books.

Other scholarly activities include: editing, writing articles for scholarly encyclopedias, book reviewing, reviewing manuscripts for established journals and presses, participating as speaker or discussant in the programs of professional organizations, those kinds of consulting and evaluation which involve substantial scholarly research, especially if expressed in evaluated publications or research grants. Book reviews, books and articles, and scholarly citations that discuss a candidate's work are important indications of quality and will be used when available. Another indication of the quality of a candidate's work is his/her success in obtaining grants to support research.

C. Service

The department recognizes that successful functioning of the University and its various academic components depends on faculty participation and service. This has special application to the vitality of a program in philosophy. Throughout its history, philosophy has been an intrinsically dialogic exercise. Willingness and ability to enter into mutual philosophical exchange with both other faculty and students is deemed by this department to be a service exercise central to its functioning. It bears crucially on departmental success in its teaching and research capacities. Service, therefore, is considered in evaluating applications for tenure, and contribution to the dialogic activity of the department will be viewed as especially significant in this regard. It is important that the documentation of service in a faculty member's file be very explicit. It is the responsibility of the head of the Promotion and Tenure Committee, after due consultation with the candidate, to obtain and assemble material adequate to reflect the quality of the candidate's service both within and outside the department.

Recognition of service is based on accomplishments in three areas:

1. University Service:

Faculty members are expected to participate in the work of the University. This service may occur at any of the following levels - all University, campus, college, and/or department. At the departmental level, participation in department meetings and departmental colloquia is expected. Those whose primary appointment is in philosophy are expected in addition to participate fully in the evening discussion groups and in similar forums in which the department endeavors to promote philosophical discussion.

2. Professional Service:

Participation in the ongoing professional activities of one's discipline is evidence of professional commitment and often of standing within the profession. Membership in

professional societies, attendance at professional meetings, and participation in such meetings are expected. Holding an official position such as an officer, or program or section chairperson is recognized as significant service and should be encouraged. A faculty member's work organizing a conference or editing a collection or contribution as a consultant to press, journal, institution, or government because of one's expertise may be regarded as important service.

3. Community Service

Community Service that is reasonably related to the professional role of a faculty member or to the cultural outreach of the University can be an important aspect of faculty service.

IV. Promotion

A. To Associate Professor

1. Promotion to Associate Professor with tenure is based on the determination that the achievements of the individual have demonstrated the individual's potential to continue to contribute significantly to the mission of the University and to its programs of teaching, research, and service over the course of the faculty member's academic career.
2. Letters from philosophers assessing the candidate's contributions to scholarships will be solicited and used by the department in making the tenure and/or promotion decision.

B. To Professor

1. Promotion to Professor is based on the determination that the achievements of the individual clearly demonstrate distinction with respect to teaching and professional research, and that the candidate's service record constitutes significant contribution to the mission of the University.
2. Letters from authorities in the candidate's field assessing the candidate's contributions to scholarship are required.

V. Procedures

The Department complies with the procedures for promotion and conferral of indefinite tenure set forth in Section 201.000 of the collective bargaining agreement between the Regents of the University of Minnesota and the University Education Association.