

UMD Department of Political Science
Indices and Standards for Tenure and Promotion to Professor as Required by Section 7.12
of the
Board of Regents Policy on Faculty Tenure (June 10, 2011) and
Indices and Standards for Promotion to Associate Professor
Approved by the Faculty on (February 11, 2010)
Approved by Dean on March 19, 2010
Reviewed by VCAA on May 24, 2010
Reviewed by Sr VP on December 8, 2011
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Introductory Statement

This document describes with more specificity the indices and standards that will be used to evaluate whether candidates meet

- the general criteria for tenure as described in Section 7.11 (Appendix 1) of the *Board of Regents Policy on Faculty Tenure* (June 10, 2011) with revisions noted in the *Tenure Code Application to the UEA (University Education Association) Contracts*
- the general criteria for promotion to Associate Professor and
- the general criteria for promotion to Professor as described in Section 9.2 (Appendix 2) of the *Board of Regents Policy on Faculty Tenure* (June 10, 2011) with revisions noted in the *Tenure Code Application to the UEA (University Education Association) Contracts*.

Departmental Mission Statement

The Mission of the Department of Political Science includes teaching, research, and service on all aspects of politics and political science. The Department strives to provide high quality teaching to prepare future political scientists and analysts and to prepare students for lives of active citizenship in an increasingly interconnected and culturally diverse world. To these ends the Department offers both a major and a minor in Political Science and contributes to the university's programs in liberal education and international studies. The Department also strives to produce first-rate pure and applied research generating new knowledge on, and better understandings of, all aspects of politics and political science and, where appropriate, puts its expertise at the service of the University and the community at large

Criteria for Tenure

1. General Criteria

The basis for awarding indefinite tenure to the candidates possessing these qualities is the determination that each has established and is likely to continue to develop a distinguished record of academic achievement that is the foundation for a national or international reputation or both. This determination is reached through a qualitative evaluation of the candidate's record of scholarly research or other creative work, teaching, and service. The relative importance of these criteria is not weighted by the Department, but demonstrated scholarly or other creative achievement and teaching effectiveness are given primary emphasis. Service alone cannot qualify the candidate for tenure. Interdisciplinary work, public engagement, international activities and initiatives, attention to questions of diversity, technology transfer, and other special kinds of professional activity by the candidate will be considered where applicable. The awarding of indefinite tenure presupposes that the candidate's record shows strong promise of her or his achieving promotion to professor (see Appendix for a listing of general criteria for tenure as specified in Section 7.11).

2. Teaching

The transference of knowledge from faculty to students, an important function not only for the participants but the community as well, requires that tenured faculty members be effective teachers. To determine if a faculty member teaching a normal workload does so effectively, student and peer evaluation will be employed. Student evaluations should indicate that candidates are very good teachers. Peer evaluations should include classroom visitation and review of syllabi. Teaching awards and opinions of graduates may also aid in such a determination. Additionally, improving existing courses, developing valuable new courses, and receipt of various curricula development grants or awards will be considered as will effective advising.

3. Research

A faculty member granted indefinite tenure must exhibit a potential for continuing professional distinction in research. A clear indication of such distinction is the publication of scholarly article(s) or scholarly book(s). Published and unpublished research, such as conference papers, will require review by knowledgeable outside scholars. The use of a faculty member's research by other scholars and service to scholarly publications, e.g. as article reviewer or book reviewer, will also be taken into consideration. Additionally, the obtaining of research grants will be viewed positively.

4. Service

Considered, but not in itself a basis for tenure, will be service in the governance of and other service to the department, college, campus and university, together

with service to the wider communities and profession of which the Department is a part.

Promotion

1. To Associate Professor

Promotion to Associate Professor 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. Except in rare cases, promotion to the associate professor rank is associated with a positive decision concerning tenure.

Letters and other evaluation of teaching, research, and service will be obtained by the department head, promotion and tenure committee, or the collegiate dean's office.

Promotion to at least associate professor accompanies the granting of indefinite tenure as per the tenure regulations and its criteria are the same as for granting indefinite tenure.

2. To Professor

The basis for promotion to the rank of professor is the determination that each candidate has (1) demonstrated the intellectual distinction and academic integrity expected of all faculty members, (2) added substantially to an already distinguished record of academic achievement, and (3) established the national or international reputation (or both) ordinarily resulting from such distinction and achievement [8]. This determination is reached through a qualitative evaluation of the candidate's record of scholarly research or other creative work, teaching, and service [9]. The forms of evidence used to justify promotion to professor are the same as those used to award tenure and promotion to associate professor. Published and unpublished research, such as conference papers, will require review by knowledgeable outside scholars. Each of the criteria will be considered in every decision. Interdisciplinary work, public engagement, international activities and initiatives, attention to questions of diversity, technology transfer, and other special kinds of professional activity by the candidate will be considered when applicable. But the primary emphasis will be on demonstrated scholarly or other creative achievement since the rank of associate professor was obtained and on continued effective teaching (see Appendix for a listing of general criteria for tenure as specified in Section 7.11).

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 that is in effect at the time of the promotion and tenure review and decision.

Appendices from Faculty Tenure Document (mandated)

[http://www.d.umn.edu/vcaa/Faculty_Tenure_Jun_07_\(UM_redline\).pdf](http://www.d.umn.edu/vcaa/Faculty_Tenure_Jun_07_(UM_redline).pdf)

Sections 7.11 and 9.2 of the tenure regulations

1. “7.11 General Criteria. What the University of Minnesota seeks above all in its faculty members is intellectual distinction and academic integrity. The basis for awarding indefinite tenure to the candidates possessing these qualities is the determination that each has established and is likely to continue to develop a distinguished record of academic achievement that is the foundation for a national or international reputation or both [2]. This determination is reached through a qualitative evaluation of the candidate's record of scholarly research or other creative work, teaching, and service [3]. The relative importance of these criteria may vary in different academic units, but each of the criteria must be considered in every decision [4]. Demonstrated scholarly or other creative achievement and teaching effectiveness must be given primary emphasis; service alone cannot qualify the candidate for tenure. Interdisciplinary work, public engagement, international activities and initiatives, attention to questions of diversity, technology transfer, and other special kinds of professional activity by the candidate should be considered when applicable. The awarding of indefinite tenure presupposes that the candidate's record shows strong promise of his or her achieving promotion to professor.”
2. “9.2 Criteria for Promotion to Professor. The basis for promotion to the rank of professor is the determination that each candidate has (1) demonstrated the intellectual distinction and academic integrity expected of all faculty members, (2) added substantially to an already distinguished record of academic achievement, and (3) established the national or international reputation (or both) ordinarily resulting from such distinction and achievement [7]. This determination is reached through a qualitative evaluation of the candidate's record of scholarly research or other creative work, teaching, and service. The relative importance of these criteria may vary in different academic units, but each of the criteria must be considered in every decision. Interdisciplinary work, public engagement, international activities and initiatives, attention to questions of diversity, technology transfer, and other special kinds of professional activity by the candidate should be considered when applicable. But the primary emphasis must be on demonstrated scholarly or other creative achievement and on teaching effectiveness, and service alone cannot qualify the candidate for promotion.”

Footnotes from faculty tenure document (mandated)

[2] "Academic achievement" includes teaching as well as scholarly research and other creative work. The definition and relative weight of the factors may vary with the mission of the individual campus.

[3] "Scholarly research" must include significant publications and, as appropriate, the development and dissemination by other means of new knowledge, technology, or scientific procedures resulting in innovative products, practices, and ideas of significance and value to society.

"Other creative work" refers to all forms of creative production across a wide range of disciplines, including, but not limited to, visual and performing arts, design, architecture of structures and environments, writing, media, and other modes of expression.

"Teaching is not limited to classroom instruction. It includes extension and outreach education, and other forms of communicating knowledge to both registered University students and persons in the extended community, as well as supervising, mentoring, and advising students.

"Service" may be professional or institutional. Professional service, based on one's academic expertise, is that provided to the profession, to the University, or to the local, state, national, or international community. Institutional service may be administrative, committee, and related contributions to one's department or college, or the University. All faculty members are expected to engage in service activities, but only modest institutional service should be expected of probationary faculty.

[4] Indefinite tenure may be granted at any time when the candidate has satisfied the requirements. A probationary appointment must be terminated when the appointee fails to satisfy the criteria in the last year of probationary service and may be terminated earlier if it appears that the appointee is not making satisfactory progress within that period toward meeting the criteria within that period.

[7] "Academic achievement" includes teaching as well as scholarly research and other creative work. The definition and relative weight of the factors may vary with the mission of the individual campus. Not being promoted to the rank of professor will not in itself result in special post-tenure review of a tenured associate professor.

References

1. Board of Regents Policy on Faculty Tenure (June 10, 2011).
2. Tenure Code Application to UEA Contracts.
3. Collective Bargaining Agreement between the Regents of the University of Minnesota and University Education Association.
4. Ernest Boyer, *Scholarship Reconsidered: Priorities of the Professorate*. Hoboken, NJ: John Wiley and Sons, 1997.