

7.12 Statement

1) TENURE AND PROMOTION CRITERIA

STATEMENT CONCERNING CRITERIA FOR TENURE AND PROMOTION
Required by Section 7.12 of the Regulations concerning Faculty Tenure

a) *Introductory Statement*

This 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.

b) *Departmental Mission Statement*

The mission of the Department of Political Science includes: teaching, research, and service; the transfer of knowledge regarding political systems to students and the community; research on political science topics, and service to the university and community.

c) *Criteria for Tenure*

i) 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 department and the university. The department does not weight the major factors involved but a necessary (though not sufficient) condition is effective teaching. Professional distinction in research is another primary condition. Outstanding service contributions will be taken into account, including service to the university, profession, and community.

ii) 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 work load 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.

iii) 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 Published and unpublished research, such as conference papers, will require review by knowledgeable outside scholars.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.

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.

d) *Promotion*

i) 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.

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.

ii) To Professor

Promotion to Professor is based on effective teaching as a necessary condition and professional distinction in research since the rank of Associate Professor was obtained. Such distinction is exhibited through publication of scholarly articles or scholarly books. A distinguished record of service to the university, profession, and community will strengthen the promotion request.

e) *Procedures*

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