

PROMOTION and TENURE POLICIES of the
DEPARTMENT OF PHILOSOPHY

(approved 17 April 2012)

A. Standards for Promotion

1. Associate Professor

Candidates for the rank of Associate Professor must as a minimum show excellent achievement in scholarship or teaching and high quality performance in all areas.

2. Full Professor

Candidates for the rank of Full Professor must as a minimum show excellent achievement in scholarship or teaching and high quality performance in all areas. Most importantly, they must have made clear and substantial research achievements since their promotion to Associate Professor.

3. Previous P&T Standards

Candidates for promotion to Associate or Full Professor may choose to have their tenure and/or promotion cases governed by the by-laws in place at the time of their initial hiring.

4. Consistency with Appointment Terms

Evaluation criteria shall be modified to the extent necessary for faculty members to be evaluated in a manner appropriate to any duties and conditions specified in their appointment letters or in any subsequently agreed modifications to conditions or expectations of employment. For example, an appointment letter may specify service commitments that would make it appropriate to modify research and teaching expectations.

B. Evaluation Criteria

1. Research

Research in philosophy typically takes the form of articles (published in journals or scholarly collections) or books. The quality of work (which includes work accepted for publication but not yet published) will be measured by reference to:

- (1) The reputation of the journal in which an article appears (which will usually be measured by its acceptance rate and subscription); or, in the case of a book, or of an article in an edited collection, the reputation of the publishing house which publishes it.
- (2) The professional judgment of the members of the Promotion and Tenure Committee and the Chair of the Philosophy Department.
- (3) The professional judgment of qualified external referees.

In the case of candidates for Associate Professor with tenure, work published during the five-year period that normally precedes candidacy for promotion to Associate Professor will be given full weight even if that work was not published during the candidate's employment at the University of Delaware. Work published both prior to that five-year period and prior to employment at the University of Delaware will be given some weight, but not full weight. In the case of candidates for Full Professor, work published after promotion to Associate Professor will be given full weight even if it was not published during the candidate's employment at the University of Delaware. Work with multiple authors is to be given weight proportionate to the candidate's contribution to the work.

With regard to scholarship, what matters most to the Philosophy Department is the quality of the work produced. Thus, excellence in research requires producing a significant amount of work of excellent quality.

The Department normally expects that a successful candidate will present a significant number of articles that make substantial contributions to the relevant literature, either published or accepted for publication in well-regarded, peer-reviewed journals or collections. In cases in which a book is the principal basis for promotion, the Department normally expects that a successful candidate will present a completed book manuscript of genuine philosophical importance that has either been published, or has been unconditionally accepted for publication, by a well-regarded press at the time the candidate submits materials for tenure consideration. The candidate's work must be original, rigorous, and philosophically interesting. Mere competence falls below this standard.

Some typical patterns for a successful case for excellence in research are: 2-3 articles in top journals to 5-6 articles in well-regarded journals or collections, or a completed book manuscript unconditionally accepted for publication by a well-regarded publisher and 1-2 articles in well-regarded journals. *Journal of Philosophy*, *Philosophical Review*, and *Nous* are examples of top journals. The majority of the journals in the top two tiers of the Philosophy Department's ranking of journals are examples of well-regarded journals. Work not yet accepted for publication, and work in a journal that is not well-regarded, is to be given some weight in counting towards excellence in research if it is worthy of appearance in a well-regarded journal.

Some typical patterns for a successful case for high quality in research are: 1-2 articles in top journals to 3-4 articles in well-regarded journals or collections, or a completed book manuscript published or accepted for publication by a well-regarded publisher and an article in a well-regarded journal. Work not yet accepted for publication, and work in a journal that is not well-regarded, is to be given some weight in counting towards high quality in research if it is worthy of appearance in a well-regarded journal. Adequate quantity, even adequate quantity published in good venues, is not, however, a sufficient condition for meeting the standard of high quality. The candidate's work must also make a genuine contribution to the relevant literature.

Some weight will also be given to the following factors: Book reviews and discussion notes, promising work in progress, the attention the candidate's work receives from other philosophers, and peer-reviewed and invited presentations.

2. Teaching

The quality of the candidate's teaching shall be determined primarily on the basis of direct evidence of the candidate's sustained performance as a teacher. Sources of direct evidence include (but are not limited to): observations of the candidate's teaching by other faculty members, course materials such as syllabi, exams, and essay assignments, and the candidate's comments on student work. Where it exists, indirect evidence shall also be given weight. Possible sources of indirect evidence include (but are not limited to): evaluations by qualified and informed former students, numerical teaching evaluations, teaching awards, and grade distributions.

A high-quality teacher is one whose courses, at all levels, display high levels of academic quality and pedagogical effectiveness. Such a person's courses are carefully conceived and coherently structured. In the case of introductory courses, the material gives an accurate, self-contained, and rigorous portrayal of the relevant subject matter, while at the same time providing the student with the philosophical tools necessary to continue in more advanced courses. A high-quality teacher is able to make demanding and abstract material accessible to the student, and to orchestrate the classroom setting in such a way that the student is motivated to pursue the issues further. A high-quality teacher assigns challenging course **work** - work that requires the student to integrate a body of knowledge beyond mere repetition and evaluates that work in a way that informs the students what the strengths and weaknesses of his or her work is. A high-quality teacher enjoys pedagogical success as measured by the extent to which her students come out of the teacher's courses knowing the relevant material and having developed their philosophical skills.

Excellent teaching may also involve (1) the direction of undergraduate theses, honors projects, and/ or independent study courses in a conscientious and fruitful way, (2) co-authoring and publishing work with students, (3) working with students individually on the development of their essays, e.g., by commenting on and discussing drafts, and (4) helping other faculty members to become more effective teachers.

Excellence in teaching also requires a significant contribution to the way that philosophy is taught, or to increasing the scope of its audience or its subject matter, either within the department, the college, the university, or the broader academic community. Such contributions include (but are not limited to): (1) teaching scholarship leading to a publication in a peer-reviewed journal, (2) the publication of a textbook, (3) the development of a new undergraduate program, (4) the development of new courses to fill undesirable gaps in some existing curriculum, (5) curricular or pedagogical innovations, and (6) the development of pedagogically useful videos or software.

3. Service

Candidates must establish a consistent record of service. Service at all levels shall be considered. All departmental members are expected to participate in Department meetings and to serve on Department committees. Service to the college, the university, the profession, or the committees can also help to meet this standard. Examples of such service include: service on college, university or national committees, refereeing manuscripts for scholarly journals and publishers, involvement in departmentally sponsored functions, involvement in university and department functions for current and prospective students, and participation in faculty governance.

C. Procedures

1. A faculty member has the right to apply for promotion at any time (subject to the provisions pertaining to promotion and tenure described in College or University policies).
2. The promotion process schedule is as outlined in College and University documents.
3. The Promotion and Tenure Committee shall consist of the following:
 - a. For candidates for Full Professor, all Full Professors (except the Chairperson). In the event that there are fewer than six such persons, a committee of six will be completed as follows: First, two Associate professors from the Department will be selected at random. Only one shall be selected if this suffices to complete the committee of six. Second, if necessary, the remainder of the committee will be completed by Full Professors from kindred departments in the university, chosen by a meeting of all full-time tenured and tenure-track members of the department. The candidate for promotion must disclose any potential conflicts of interest to which the selection of a given external member would give rise. Given that administrators have a substantial formal role in the promotion and tenure process, the department should select only those faculty it judges to be suitably independent of the administration. The procedure for choosing these members from outside the department will be determined by plurality vote. Only those present for deliberations may vote, unless they are permitted by a majority {not- plurality} vote of the remaining committee members to cast a vote.
 - b. For candidates for Associate Professor, all Associate Professors and Full Professors (except the Chairperson). In the event that there are fewer than six such persons, the remainder of the committee of six will be completed by tenured professors from kindred departments in the university, chosen by a meeting of all full-time tenured and

tenure-track members of the department. The candidate for promotion must disclose any potential conflicts of interest to which the selection of a given external member would give rise. Given that administrators have a substantial formal role in the promotion and tenure process, the department should select only those faculty it judges to be suitably independent of the administration. The procedure for choosing these members from outside the department will be determined by plurality vote. Only those present for deliberations may vote, unless they are permitted by a majority (not plurality) vote of the remaining committee members to cast a vote.

4. A candidate for promotion may submit a list of potential outside peer reviewers and must be informed of, and have the opportunity to comment on, potential reviewers suggested by the members of the Promotion and Tenure Committee. The candidate for promotion must disclose any potential conflicts of interest to which the selection of a given outside reviewer would give rise. The Committee will, however, have the final say and will vote on such reviewers and will not communicate the identity of such reviewers to the candidate. The Committee will endeavor to locate unbiased reviewers.
5. The Department Chair shall neither participate in the deliberations of the Promotion and Tenure Committee nor serve as a voting member of the committee. The Chair of the Promotion and Tenure Committee shall solicit the participation of external reviewers chosen by the department and the text of the letter soliciting such participation should be agreed upon by the Department Chair and the Advisory Committee.
6. The Promotion and Tenure Committee will have a Full Professor as its chair whenever possible.
7. The Promotion and Tenure Committee will have a sub-committee of at least three members to evaluate the candidate's teaching by personal observation of classes and teaching materials.
8. After the vote of the P&T Committee, the Chairperson of the P&T Committee will write a letter stating the decision (including the numerical vote), listing the members of the Committee, and explaining the reasons for the decision (including reasons for a minority vote). The P&T Committee must approve the Committee Chairperson's letter. Any committee member or members who wish to do so may write a dissenting letter which will be identified as such and attached to the letter of the Committee.
9. Letters from outside peer reviewers shall be available to all members of the department (other than the candidate) in redacted form and to members of the P&T Committee in un-redacted form. No letters from outside peer reviewers may be copied.

10. The Committee's letter (and any attached dissenting letters) shall be shared with the candidate, the Department Chairperson and included in the candidate's dossier.
11. The Department Chairperson will write his or her own letter of recommendation regarding the candidate and will share a copy of that letter with the candidate and with the chairperson of the P&T Committee.
12. A candidate may appeal the decision of the P&T Committee or the Chairperson and will be granted a hearing by the appropriate person or persons within two weeks of written receipt of such a request.