

Washburn University
Philosophy Department
Promotion and Tenure Guidelines
Departmental Approval: November 17, 2015
CAS Approval:

I. GENERAL STATEMENT

The Philosophy Department Guidelines on Promotion and Tenure include, are consistent with, and presuppose the College of Arts and Sciences Promotion and Tenure Guidelines found in Section 3 of the Faculty Handbook.

Consistently with the Mission of Washburn University, the Philosophy Department emphasizes excellent teaching of undergraduates as an indispensable criterion for Tenure and Promotion to Associate Professor or Professor.

II. TENURE GUIDELINES

- A. Education: The Doctor of Philosophy degree in the primary area of teaching is recognized as the terminal degree and no other degree or combination of degrees and experience will be recognized as meeting the requirement for tenure.
- B. Length of Service: To be recommended for tenure, a candidate must complete a probationary period not to exceed six years. Up to three years at another institution of higher learning may count toward the probationary period.
- C. Teaching: To be recommended for tenure, a candidate must have demonstrated a record of effective teaching, as judged by the following:
 - 1. Evaluations by tenured faculty who have observed the candidate in the classroom. (All tenured faculty members in the Department are strongly encouraged to observe their colleagues' classroom teaching.)
 - 2. Student evaluations in the last three years of the Probationary period.
 - 3. Supervision of Senior Thesis projects, where applicable.
 - 4. Regular and effective use of office hours for student consultations.
 - 5. Feedback from current and former students.
- D. Scholarship: To be recommended for tenure, a candidate must have demonstrated a record of success in scholarship and publication, as judged by the following:
 - 1. Presentations at professional meetings.
 - 2. Publication of the results of research in peer-reviewed journals, book chapters, or books. Candidates should provide information on the circulation, editorial policies, and other relevant information on journals in which they publish.
 - 3. Participation in reviewing papers and articles for professional meetings and journals.

Although a candidate need not demonstrate accomplishment in all of the above categories, taken in total there must be sufficient, and sufficient quality, of scholarship to indicate that the candidate is engaged in a successful research project(s).

- E. Service: To be recommended for tenure, a candidate must have demonstrated a record of success in service to the Philosophy Department, Washburn University, their profession, and their community, as judged by the following:
 - 1. Participation in Department meetings and other Department events, sponsorship of student organizations, departmental web site maintenance, and a spirit of cooperation and collegiality in their dealings with department faculty, staff, and students.

2. Willingness to serve on appropriate, and an appropriate number of, University Committees. If selected to serve on a Committee, the successful candidate will fulfill all obligations related to such service.
3. Service to professional organizations.
4. Service to their community in their capacity as a professional scholar.

Although a candidate need not demonstrate accomplishment in all of the above categories, taken in total there must be sufficient, and sufficient quality, of service to indicate that the candidate is committed to service.

III. PROMOTION GUIDELINES

The Doctor of Philosophy degree in the primary area of teaching is recognized as the terminal degree and no other degree or combination of degrees and experience will be recognized as meeting the requirement for promotion to Assistant Professor, Associate Professor or Professor. This is the primary requirement to be recommended for promotion to Assistant Professor.

A. Promotion to Associate Professor:

1. Length of Service: To be recommended for promotion to Associate Professor, a candidate must have completed six years of full-time college level academic experience, the last three of which must have been at the Assistant Professor rank. If the candidate is eligible for promotion during the year of the tenure decision, then one petition and one departmental committee may be used for both.
2. Teaching: To be recommended for promotion to Associate Professor, a candidate must have demonstrated a record of effective teaching, as judged by the following:
 - a. Evaluations by tenured faculty who have observed the candidate in the classroom. (All tenured faculty members in the Department are strongly encouraged to observe their colleagues' classroom teaching.)
 - b. Student evaluations in the three years preceding the application.
 - c. Supervision of Senior Thesis projects, where applicable.
 - d. Regular and effective use of office hours for student consultations.
 - e. Feedback from current and former students.
3. Scholarship: To be recommended for promotion to Associate Professor, a candidate must have demonstrated a record of success in scholarship and publication, as judged by the following:
 - a. Publication of the results of research in peer-reviewed journals or books. Candidates should provide information on the circulation, editorial policies, and other relevant information on journals in which they publish. Achievement in this category is required for promotion to Associate Professor.
 - b. Presentations at professional meetings.
 - c. Participation in reviewing papers and articles for journals and professional meetings, editing scholarly journals and books, and similar activities in service to scholarly dissemination.
 - d. Peer recognition.
 - e. Formal post-doctoral academic study (e.g., NEH Fellowships and Institutes.)
 - f. Fellowships and awards.
 - g. Other academic and professional accomplishments as appropriate.

Although a candidate need not demonstrate accomplishment in all of the categories above, taken as a whole, the candidate's record should clearly demonstrate substantial scholarship in their teaching area(s).

4. Service: In order to be recommended for promotion to Associate Professor, the candidate must have demonstrated a record of significant service to the Philosophy Department, Washburn University, their profession, and their community, as judged by the following:
 - a. Participation in Department meetings and other Department events, sponsorship of student organizations, departmental web site maintenance, and a spirit of cooperation and collegiality in their dealings with department faculty, staff, and students.
 - b. Successful service on appropriate, and an appropriate number of, University Committees.
 - c. Successful service to professional organizations.
 - d. Service to their community in their capacity as a professional scholar.

B. Promotion to Professor:

1. Length of Service: To be recommended for promotion to Professor, a candidate must have completed ten years of full-time college level academic experience, four of which must have been at the Associate Professor rank
2. Teaching: To be recommended for promotion to Professor, a candidate must have maintained a record of excellence in teaching. The same criteria relevant to promotion to Associate Professor are relevant here.
3. Scholarship: To be recommended for promotion to Professor, a candidate must have demonstrated a sustained pattern of successful scholarship and publication since coming to Washburn University. Scholarship criteria for promotion to Professor are similar to those relevant to promotion to Associate Professor, except that for promotion to Professor, a candidate must have published some combination of peer reviewed articles, book chapters or books since promotion to Associate Professor, and have made presentations to a professional meeting in that same period. Although a candidate need not have demonstrated accomplishment in all of these categories, taken as a whole the candidate's record should clearly demonstrate significant scholarship in their teaching area(s).
4. Service: To be recommended for promotion to Professor, a candidate must have demonstrated a record of significant and continuous service to the Philosophy Department, Washburn University, their profession and their community, including service on and leadership in major University committees, leadership in professional organizations, and continuous and positive involvement in the life and activities of the Philosophy Department. Service to their community in their capacity as a professional scholar is also relevant.