

# Standards for Promotion, Tenure, and Third-Year Review

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## Teaching

Promotion to Associate Professor with Tenure and promotion to Professor both require demonstrated excellence in teaching, as defined by the criteria promulgated by the College of Liberal Arts and the University.

## Research

### Third Year Review

The purpose of the third year review is to evaluate the candidate's progress towards an eventual tenure decision and to provide advice to the candidate concerning that progress. At this stage, the candidate should have established a program of research, as evidenced by publications already accepted or in the process of review. Given the time required for review of articles in philosophical journals, the expectation is that most candidates will have only a few publications in print or accepted (perhaps as few as one or two). However, the Personnel Committee should look for clear indications that the candidate is writing and submitting. The Committee should look especially carefully at a candidate who has had nothing accepted for publication since the beginning of the probationary appointment: unless there are clear indications of a substantial number of works already completed and entering the review process, such a candidate should be warned that an affirmative tenure decision is unlikely without a drastic change in the record.

### Promotion to Associate Professor with Tenure:

The candidate must demonstrate significant intellectual growth beyond the dissertation and must have made independent contributions, principally through appropriate publications, to the research literature in philosophy.

For most subfields of philosophy, the principal form of publication is the refereed journal article. Philosophical journals, and the articles they obtain, vary widely in quality; it is impossible to state a minimum number of publications necessary, or sufficient, for meeting the standard of research accomplishment required for tenure. However, as a very rough guide, a candidate with fewer than six articles published or accepted is not likely to receive an affirmative decision unless those articles are genuinely exceptional. Similarly, the publication of a very large number of articles is no guarantee of tenure: it is quite possible that one exceptional article, published in a first-rank journal, will carry much more weight than a dozen insubstantial publications.

The Promotion and Tenure Committee should judge other types of publications, including invited book chapters, invited articles, and papers presented at professional meetings, against the standard of the refereed journal article, taking account of the editorial standards of the venue in question as well as making its own judgment of the philosophical quality of the publication itself.

In evaluating the research record, the Promotion and Tenure Committee must take into account variations in type of publication in different subfields of philosophy. In some areas of philosophy, monographic publications are as common

as, or more common than, journal articles. No precise standard can be given equating a book to a fixed number of articles, and it should not be assumed that the publication of a book is in itself sufficient for tenure. However, in some cases, a single important book may constitute the largest part of a successful candidate's research output.

Letters from external referees are of the greatest importance in the evaluation of the research record, though the Committee should not simply substitute the referees' opinions for its own judgments on the merits of individual items and the record as a whole.

### **Promotion to Professor**

Promotion to the rank of Professor requires the achievement of national recognition for work in philosophy. As in the case of promotion to Associate Professor with Tenure, it is not in general possible to give either a minimum necessary or a minimum sufficient number of publications for promotion to Professor. However, a candidate with six or fewer articles since promotion to Associate Professor would be unlikely to succeed unless the articles in question were of the highest quality and of demonstrably high influence in the field.

Promotion to Professor requires the attainment of some measure of national recognition, and the opinions of external referees are of particular importance in determining whether this has been achieved.