

Linguistics Tenure and Promotion Guidelines (approved December 2008)

Teaching

From Assistant to Tenured Associate Professor

Candidates must demonstrate a sustained commitment to excellence in teaching.

Teaching effectiveness will be evaluated in a number of ways, including peer evaluations of classroom performance (at least one per academic year); instructional materials (e.g. syllabi, exams); student evaluation; supervision of interns, honors theses, and University Scholars; and course and curriculum development. Other pertinent measures of teaching effectiveness (e.g. teaching awards) will enhance the candidate's teaching portfolio.

We expect all candidates to show evidence of having begun to take part in and/or chair M.A. and Ph.D. committees.

From Associate Professor to Full Professor

In addition to the above accomplishments, candidates for Full Professor will usually be expected to have successfully chaired, co-chaired, and served on several M.A. and Ph.D. committees.

Research

From Assistant Professor to Tenured Associate Professor

Candidates must have established a program of research and show independent scholarship that makes a significant intellectual impact recognized by leading national and/or international scholars in his/her chosen field. Prime/principal attention will be given to the volume and the quality of the scholarly output, the reputation of the journals as indicated by the journal's impact number or acceptance rate (if known) and the reputation of the publishers will also exert an impact on the assessment of publications.

The intrinsic heterogeneity of the field of Linguistics necessitates flexibility with respect to research expectations. Both alternative trajectories in American academia are recognized: a "humanities" model in which one or more scholarly books is expected and a "natural sciences" model in which refereed journal articles, often co-authored, are the norm. Candidates may follow either tradition or the combination of the two.

For candidates who choose to follow the "humanities" tradition and to rely on book(s) for their tenure and promotion, it is preferable that the book(s) be published and available for purchase at the time of the dossier submission. However, following institutional tradition, book(s) that have

been accepted for publication and can be shown, through letters from the publisher, to be in the final pre-publication stage are also acceptable. Books that exhibit independent scholarship by the author weigh more than books that are merely a synthesis or a presentation of the work of others. A sole authored book will weigh more heavily than a co-authored book.

For candidates who choose to follow the “humanities” model, a scholarly book and some refereed publications are expected.

For candidates who choose to follow the “natural sciences” model, a significant number of peerrefereed publications are expected. It is also expected that the candidate be the sole author or the first author of at least some of the published articles. The expectation of the department/program has been in the range of 2-3 refereed publications per year.

Publications derived from the candidate’s dissertation are encouraged, however, evidence of expanded and/or new research agenda/program must also be present.

The ability to secure external funding in the form of grants, fellowships and awards will enhance the candidate’s qualifications as will presentations at scholarly meetings, prizes for publication and invitations to major conferences as a panel speaker.

From Associate Professor to Full Professor

Research productivity for candidates for promotion to Full Professor is expected to be at least at the same level as that expected of a candidate for tenure.

For candidates who continue to follow the “humanities” model, a second book is expected.

Candidates who continue to follow the “natural sciences” model are expected to at least double the number of refereed publications from the time of their tenure.

For candidates who choose to combine the “natural sciences” and the “humanities” models, a scholarly book and some refereed publications are expected. If a candidate changes from one model as assistant professor to the other as associate professor, then the expected total outcome when coming up for full professor would be one sole-authored book in print plus a significant number of peer-refereed articles.

In addition, it is expected that the candidate’s research and publication make a significant intellectual impact recognized by leading international scholars in his/her chosen field.

Service

From Assistant Professor to Tenured Associate Professor

Candidates must have demonstrated a commitment to enhancing the life of the Department, the College, and the University. The service contributions of tenure-accruing faculty are kept relatively light to facilitate excellence in research and teaching, but the following minimal levels of service are expected:

Department

Service on some department committees is expected, as is regular attendance at department meetings. At some point, candidates should chair one department committee.

The following will count as service, but do not represent required levels of service: Supervision of teaching assistants.

College and University

Service on a College-wide or University committee is recommended, as it facilitates interdisciplinary connections and enhances understanding of our collective mission. Standing for election to such committees demonstrates commitment to service at this level.

The Profession

Service to professional organizations, journals or conferences, in the form of holding office or serving on editorial boards or review committees, is recommended as positive evidence of professional commitment and a growing reputation in the field.

From Associate Professor to Full Professor

Promotion to Professor requires an even higher level of on-campus service as well as service to the profession. The candidate should demonstrate a history of substantial and sustained service on department committees, along with service on College and/or University Committees, as well as service to the profession.

Department

The candidate should evidence service as chair of department committees, search committees, and/or service as a departmental officer. Examples of such service may include the following: Undergraduate Coordination, Graduate Coordination, Coordination of ESL Programs, Coordination of multi-section introductory programs.

College and University

Membership and/or chairing several standing and/or search committees is an expectation commensurate with the sustained level of service expected at this level. Examples of such service may include the following: University Senate, Committee work and/or board membership in related programs and disciplines such as Women's Studies, and areas studies programs.

The Profession and the Public

Substantial service to the profession is expected, and may be evidenced by one or more of the following: Involvement and leadership in organizing meetings, symposia, conferences, and workshops; membership on editorial boards, service as reviewer to university and other presses; office-holder in professional organizations.

Significant professional service to the public is desirable, and may be evidenced by one or more of the following: Membership on local, state, national, and international government boards, agencies, and commissions; service to schools or the community in a professional capacity.