

# PHILOSOPHY DEPARTMENT POLICY ON TENURE AND PROMOTION TRACK REVIEW

(ADOPTED, FALL 1997)

To Associate Professor:

1. It is the determination of the Executive Committee of the department to determine whether someone should be proposed to the faculty for early consideration for promotion and tenure. People who are time-forced will automatically be proposed to the senior faculty for consideration.
2. The Philosophy Department uses the standards for promotion to associate professor with tenure as set forth in the Faculty Handbook, 302.02 -- Faculty Appointments and Promotions. Specifically we apply the standards of 302.03, par. 3 for promotion to associate professor.
3. The Philosophy Department uses the following methods to evaluate teaching effectiveness:
  - Undergraduate Teaching
    1. Student Commentary on Teaching for undergraduates
    2. Peer review of the candidate
    3. Student letters
  - Graduate Teaching
    1. All graduate students in every course are expected to fill out a departmental evaluation of graduate teaching effectiveness for each course.
    2. Peer review of the candidate
    3. Student Letters.
4. The Philosophy Department uses the following methods to evaluate scholarship and publications of its faculty members.
  1. Senior faculty evaluation of both quantity and quality of scholarly work.
  2. Summary of refereeing practices for books, articles, and conference participation.
  3. Reviews of sample work by external reviewers.
  4. External funding
5. The Philosophy Department uses the following methods for evaluating service. The successful candidate for promotion must have an array of service such as departmental committees, college work, advising, and university service. In addition we look to how the candidate has benefitted the larger community by service to that community.
6. In addition to the above items the department conducts an annual review of each of the Assistant Professors. At the end of the first, third, and fifth years of work at Marquette, the review is done by the chair based on SCOT scores, Faculty Activities Report, and a survey of what has been accomplished in terms of service and research. At the end of the second and fourth year, all of the senior faculty are required to write a formal comment on the progress of the Assistant Professor toward promotion and tenure. A dossier is created which includes a current CV, SCOT scores, student evaluations of graduate teaching, any peer reviews of teaching, copies of all articles, monographs which are either in print or in press, and statements by the Assistant Professor on teaching and research. Each Assistant Professor has an end of the year conference with the chair to discuss the progress he/she is making. The results of this conference are summarized in written form and given to the Assistant Professor, a copy is kept in the

departmental files and a copy is sent to the dean. The Assistant Professor is invited to send a letter to the dean if there is anything in the evaluation with which he/she disagrees..

To Full Professor:

1. The Executive Committee of the Department will determine whether someone should be proposed to the faculty for consideration for promotion and tenure. Persons who feel they are eligible for such a promotion may ask that they be considered by the senior faculty for this advance in academic standing..
2. The Philosophy Department uses the standards for promotion to full professor as set forth in the Faculty Handbook, 302.02 -- Faculty Appointments and Promotions. Specifically we apply the standards of 302.03, par. 4 for promotion to full professor.
3. The Philosophy Department uses the following methods to evaluate teaching effectiveness:  
  
Undergraduate Teaching
  1. Student Commentary on Teaching for undergraduates
  2. Peer review of the candidate
  3. Student letters  
Graduate Teaching
  1. All graduate students in every course are expected to fill out a departmental evaluation of graduate teaching effectiveness for each course.
  2. Peer review of the candidate
  3. Student Letters.
4. The Philosophy Department uses the following methods to evaluate scholarship and publications of its faculty members.
  1. Senior faculty evaluation of both quantity and quality of scholarly work.
  2. Summary of refereeing practices for books, articles, and conference participation.
  3. Reviews of sample work by external reviewers.
  4. External funding
5. The Philosophy Department uses the following methods for evaluating service. The successful candidate for promotion must have an array of service such as departmental committees, college work, advising, and university service. In addition we look to how the candidate has benefitted the larger community by service to that community.

These departmental requirements in no way abrogate the regulations in 302 par. 04 of the Faculty Handbook regarding substitutive norms for promotion of regular faculty.

