

## Department of Educational Leadership Promotion and Tenure Policy

The Department of Educational Leadership has adopted the university policy on promotion and tenure as the departmental policy, with the following department-specific additions to the university Policy No. II:01:05B.

1. **Procedures** [department additions to Policy Section III.B.1.b.(2)]: The Departmental Tenure and Promotion Review Committee will be elected annually by all full-time tenured/tenure track faculty. Only full-time tenured faculty members are eligible to serve on the Departmental Tenure and Promotion Review Committee. Faculty members who are in the process of applying for promotion are not eligible to serve on the committee in the year in which they are under consideration for promotion.

At its first meeting each year, the committee will elect a chairperson from among its members. A quorum will consist of a simple majority of the committee members. In its deliberations in regard to recommending tenure or promotion of applicants, a tie vote will result in the forwarding of a negative recommendation from the committee. Committee members may vote in absentia by notifying the committee chairperson of their vote.

2. **Promotion to professor** (department additions to Policy Section III.D.4). For the purpose of consideration of faculty promotion to the rank of professor, "national recognition" is defined as follows by the Department of Educational Leadership.

a. **National recognition of research/scholarship/creative activity** will consist of several publications/presentations in any combination of the following, accomplished over the 5 year period. The specific number expected may vary depending upon (1) the nature of the publishing sources or professional meetings and (2) the nature of the content of the respective publications/presentations, such that the body of work, in aggregate, demonstrates excellence sustained over the entirety of the 5 year period.

- Publication of articles in refereed journals having national or international distribution
- Publication of books, monographs, or chapters within books that have national or international distribution
- Presentations at national or international professional meetings

The "minimum" number of publications and presentations expected may vary. However, research progress beyond that achieved during graduate school/postdoctoral training is expected. New faculty will be expected to establish an active program of research and publication at MTSU to be considered for tenure. In all cases the quality of the research will be more important than the quantity, regardless of the absolute number of publications.

b. **National recognition of service/outreach** will consist of a minimum of several activities in any combination of the following, accomplished over the 5 year period. The specific number expected may vary depending upon the nature of the service/leadership provided, such that the body of work, in aggregate, demonstrates excellence sustained over the entirety of the 5 year period:

- Providing service/assistance to schools, school districts, universities, professional associations or government agencies beyond the State of Tennessee, including other countries
- Serving in leadership capacities in professional organizations at the national or international level