

Philosophy Department Policies on Promotion and Tenure

This is a supplement specifying the procedures and criteria unique to the Philosophy Department, as required by MTSU policy. The main documents are MTSU policies II:01:05 A & B, supplemented by the Liberal Arts statement.

I. Philosophy Department Review

In accordance with MTSU Policies II:01:05A (Section III, B, 2) & II:01:05B (Section III, B, 1, b) the review process for tenure and promotion recommendations at the departmental level consists of separate consideration by the Departmental Chair and the Departmental Promotion and Tenure Review Committee.

II. Philosophy Department Promotion and Tenure Review Committee and Process and Procedures

A. Establishment. The Committee is established in accord with MTSU Policies No. II:01:05A & B

B. Purpose. The purpose of the Departmental Committee is to 1) review and evaluate candidates for promotion and tenure and to make recommendations concerning promotion and tenure to the College; 2) review and evaluate the progress of tenure-track faculty toward tenure annually and in a pre-tenure review as specified in MTSU Policy II:01:05A.

C. Composition, Eligibility, and Election. The Departmental Committee shall consist of all tenured faculty members, excluding the Departmental Chair and all candidates for promotion. The Committee Chair will be elected by simple majority for a term of one academic year. Quorum is four fifths of the Departmental Committee.

D. Process: The Departmental Committee will consider the materials pertaining to each candidate, make its recommendation, and prepare a draft letter stating how the candidate has met (or not met) the criteria. This decision will be made at a meeting of the Departmental Committee, with a vote by all eligible members of the Departmental Committee, and absentee votes are allowed. In the event of a tie vote, that vote will be regarded as a negative recommendation.

E. Departmental Committee and Departmental Chair Consultations: If the recommendations of the Department Chair and of the Committee are in concert, separate reports will be filed by the Department Chair and by the Committee to the Dean of the College of Liberal Arts. If the recommendations of the Departmental Chair and the Departmental Committee are in conflict, they will meet in an attempt to resolve the conflict prior to submitting written recommendations to the Dean. If the conflicts cannot be resolved, reports submitted to the Dean by the Departmental Committee and by the Departmental Chair will each describe the points of conflict.

F. Notification to Candidate: When deliberations are concluded, the Departmental Chair and the Committee Chair will separately notify each tenure candidate of the recommendation that has been forwarded to the Dean. Each candidate will be afforded the opportunity to meet with the

Departmental Chair and/or the Departmental Committee to discuss the review process and the data upon which the decision was made. It is the candidate's responsibility to initiate requests for a meeting with the Departmental Chair and/or Departmental Committee.

III. Pre-Tenure Review and Annual Review Process and Procedures: [In accordance with MTSU Policy II:01:05A, Policies and Procedures for Tenure, Section III, B 1]

The Philosophy Department process and procedures will conform with that of the College and the University.

IV. Philosophy Department Criteria for Tenure and Promotion

A. Philosophy Department Criteria for Tenure [In accordance with MTSU Policy II:05A, IV. A. 2. Paragraph 2 is expanded to be as follows:]

2. While the nature and relative importance of the criteria for recommendation for tenure depend upon the nature, missions and goals of the college and the department or academic program unit, all faculty members considered for tenure will be evaluated with respect to their performance in (a) teaching; (b) research/scholarship/creative activity; and (c) service/outreach. They are expected to demonstrate high quality performance in teaching and high quality performance in one of the other two areas and quality performance in the remaining area. The Philosophy Department recognizes that the categories of research/scholarship/creative activity and of service/outreach may be integrated.

B. Philosophy Department Criteria for Promotion [In accordance with MTSU Policy II:05B,IV,A,1. Paragraph 1 is expanded to be as follows:]

3. While the nature and relative importance of the criteria for recommendation for promotion depend upon the nature, missions and goals of the college and the department or academic program unit, all faculty members considered for promotion will be evaluated with respect to their performance in (a) teaching; (b) research/scholarship/creative activity; and (c) service/outreach. They are expected to demonstrate high quality performance in teaching and high quality performance in one of the other two areas and quality performance in the remaining area. In all categories of evaluation, documentation of quality as evaluated by peers will be stressed over quantity. Within the context of teaching, research/scholarship/creative activity, and service/outreach, the faculty member must demonstrate a willingness and ability to work effectively with colleagues to support the mission of the university and the common goals both of the university and of the academic organizational unit.

Philosophy Department Criteria for Promotion to Professor [In accordance with MTSU Policy II:01:05B, III., C., 4,e. Paragraph e is expanded to make more specific the Philosophy Department criteria.]

e. Evidence of sustained high quality professional productivity in both research/scholarship/creative activity and service/outreach. In one of these categories, the candidate will demonstrate a level of excellence in the academic discipline that is recognized at the national

level. The candidate will do so by providing evidence of such excellence. This evidence may include but is not limited to: (1) publications in peer-reviewed journals, (2) books, (3) election to executive office in national philosophical associations, (4) invited and peer-reviewed lectures, (5) editorial work, (6) letters of recommendation, and (7) authorship of scholarly and pedagogical web sites.

Approved by Committee: June 2006

Approved by Dean _____ (date)

Approved by Provost _____ (date)