Criteria for Evaluation of Philosophy and Religion Program Members Applying for Tenure and Promotion

Department of Philosophy and Religion
Jongbok Yi, Program Chair
Rodger L. Jackson
Lucio Privitello
A. Edward Siecienski

Stockton University
Revised as of February 2024
(Previous revisions:
January 20, 2006, and
June 2008)

PREAMBLE

The faculty of the Philosophy and Religion Program supports the Standards of the College and School of Arts and Humanities and intends for the elements of this document to further elucidate the areas of teaching, scholarship, and service from the perspective of the Philosophy and Religion Program. Candidates for reappointment, reappointment with tenure, and promotion need to refer to both the University and the Philosophy and Religion Program standards.

In the Fall of 2005, the Philosophy and Religion Program, following the guidelines set down in the College's Policy and Procedures Manual, constructed a statement of the criteria by which the Program would evaluate candidates coming up for tenure. It was updated in June 2008 in order to match the format of the College's Policy and Procedures Manual better and to add material addressing promotion to full Professor. There was no change in any of the substantive aspects of the guidelines with regard to tenure or promotion to Associate Professor.

Our goal is to provide a document that allows the candidate, the Program, and the college at large to have a clear understanding of the expectations of a faculty member as she/he progresses through her/his career at Stockton University. This document will be the basis for the Program evaluation of the candidate in its Program letter to the Dean and the Faculty Review Committee.

With regard to tenure, we have attempted to demonstrate our commitment to creating a first-rate Philosophy and Religion Program and yet also be realistic with regard to the challenges facing someone in their first four years at Stockton. Each member of the current Program who came up for tenure has to accomplish the requirements listed in this document. We believe that the following requirements will give the Program and the college adequate evidence for making the tenure decision. We also believe that the requirements we have outlined here for tenure and rigorous enough to warrant an individual be promoted at the same time to Associate Professor rank. With regard to promotion to Professor we have tried to achieve a balance between the three areas: teaching, scholarship, and service.

The document is divided into two parts. We cover the general requirements that a candidate must meet in the three areas identified by the Manual of Policies and Procedures: teaching, scholarship, and service. After each section, we outline the kinds of measurement tools the Program will use to ascertain whether the candidate has met these requirements. In each case we have avoided touching on those areas that are covered by the terms and conditions of the candidate's contract with the University. For example, we expect candidates to conduct independent studies with students and to develop courses for the General Studies Program. However, since these are both requirements of any faculty member we do not mention them in this document, assuming that the candidate will already understand that she/he is responsible for such activities.

Finally, as the reader will see, there are numbers of places in which the Program and the candidate must agree whether a particular course of action meets the Program's requirements for tenure. We believe that key to a fair and accurate assessment of the candidate's progress will be ongoing communication between the Program members and the candidate. Wherever possible conversations between the candidate and Program members in

which both parties discuss these issues should be documented. The candidate will be responsible for keeping this correspondence and including it where appropriate in his/her annual self-evaluation. To further clarify this process, starting in Fall 2008, the Program will require new Faculty members to construct a plan that outlines their approach to meeting the Program guidelines.

In February 2024, the Philosophy and Religion Program reviewed the requirements for tenure and promotion.

REQUIREMENTS FOR TENURE

6.1. Teaching

The criteria for the evaluation of teaching are in 6.1 of University Policy II-10.5. What follows are the criteria that the Philosophy and Religion Program interprets. Excellence in teaching is essential for any faculty member to be tenured. While defining excellence in teaching is difficult, at very least we believe it entails, though is not limited to, the following:

> The candidate, in consultation with the Philosophy and Religion Program, will spell out in his or her individual faculty plan the contributions he or she intends to make in each area.

6.1.1.   All Philosophy and Religion professors must:

6.1.1.1.   Be well versed in the subject matter being taught, including recent developments in the area.

6.1.1.2.   Have a clear vision of what she/he hopes to accomplish in the course being taught.

6.1.1.3.   Be clear and open with students about the objectives of the course.

6.1.1.4.   Have methods of evaluation that are sensibly related to the objectives of the course.

6.1.1.5.   Construct classes that meet the overall Program goals for philosophy majors/minors as well as for non-majors/minors.

6.1.1.6.   Incorporate writing of papers into a significant portion of courses being taught, most especially in a W2 or W1 course.

6.1.1.7.   Provide thoughtful and helpful feedback to the students about their progress in the course.

6.1.1.8.   Be willing to offer new courses in areas that the Program deems necessary.

6.1.1.9.   Post and regularly hold office hours at times that are reasonably accessible for students.

6.1.1.10. Be responsive to concerns about areas where the professor might need improvement in her/his pedagogy.

6.1.3. **Possible Measurement Tools**

6.1.3.1. Student assessment will play a critical role in determining the success of some of the above requirements (e.g., whether the professor has been open and clear about the objectives of the course). Stockton requires all faculty members to undergo a student assessment for each class taught. The result of the IDEA Diagnostic Instrument (IDEA) or the Small Class Instrument (SCI) will also be a key component of the Program's assessment of the candidate's successes as an instructor.

6.1.3.2. However, student assessment is only one aspect of the process of evaluating the quality of the candidate's teaching. There may be any number of measurement tools that may be employed by the faculty member and Program to determine if the faculty member is successful meeting the above criteria. The following are some suggestions that candidates may wish to consider:

- Portfolio of course syllabi and assignments
- Samples of graded papers or tests
- Recorded classes
- Observation of classes by Program members or non-Program faculty
- Portfolios of student work
- Letters or other correspondence from students
- Scholarly work on pedagogy
- Attendance at seminars on teaching

6.1.3.3. As stated, the above are suggestions. The Program will be open to any reasonable suggestions from the candidate regarding methods of evaluating their teaching effectiveness. What is essential for any candidate is to clearly explain in the self-evaluation how the provided evidence supports her/his claims about the teaching effectiveness.

6.2. Scholarly and Creative Activity

6.2.1. The criteria for scholarly and creative activity are in 6.2 of the University guidelines. Each Philosophy and Religion Program member is expected to be an active scholar and researcher. To be awarded tenure, a candidate must demonstrate a commitment to furthering her/his knowledge and contributing to the field of philosophy or religion. The candidate, in consultation with the Philosophy and Religion faculty member, will spell out their individual faculty plan for the contributions they intend to make in each area.

6.2.2. Hence, in evaluating a candidate's scholarship, the Program will be looking at two areas. First, the candidate is expected to maintain an ongoing high level of proficiency in their area of specialization. Such proficiency will require that the candidate be cognizant of significant new works in their area and continue to develop knowledge of the key works in the field. Second, a faculty member applying for tenure will need to have published articles or books and presented papers at conferences.

6.2.3. Candidates must have published scholarly, peer-reviewed work utilizing one of the following two options:

6.2.3.1 ***Book Option:*** Candidates for tenure will have published a book by the fall of the fifth year of their employment at Stockton with a publisher agreed to by both the candidate and the Program as meeting mutually agreed upon standards. This is not to be understood as a requirement that a candidate for tenure must have completed a book by the time of the tenure decision. A statement indicating the successful publication of a book by a mutually agreed upon candidate and the publisher would constitute adequate grounds for meeting this part of the scholarship requirement.

6.2.3.2 ***Article Option:*** A candidate for tenure will have published three or more articles in peer-reviewed journals by September of the fifth year of their employment at Stockton, For the purposes of our evaluation, a peer reviewed chapter in an edited collection would count the same as a journal article.

6.2.3.3. Book reviews, conference proceedings, and encyclopedia articles will not be counted as interchangeable with journal articles. As in the case of the book option, the Program and the candidate should mutually agree upon whether the journals meet the standards of the Program.

6.2.4. In addition to completing one of the two options above, a candidate **must** have done one of the following:

6.2.4.1. Presented at least three papers at national or international conferences mutually agreed to by the candidate and Program. Except under exceptional circumstances agreed to by both the Program and the candidate, commenting on papers will not count as presenting a paper, nor will chairing panels be equivalent to presenting papers.

6.2.4.2. Published at least three book reviews in journals agreed to by the candidate and the Program.

6.2.4.3. Published a number of articles in encyclopedias or dictionaries, translations, or critical editions from primary or secondary texts in their field of scholarship, mutually agreed upon by the candidate and the Program.

6.2.4.4. Had papers published as part of a proceeding of a conference.

6.2.4.5. Some combination of the above mutually agreed to by the Program and the candidate.

6.2.5.   Possible Measurement Tools

6.2.5.1. There will be an apparent overlap between the measurement tools for the two scholarship components. Moreover, there will probably be some overlap between

the tools used to measure the candidate's success at teaching and their successful scholarship with regard to the first of the Program's requirements. For example, the way the candidate structures classes, especially the upper-level courses, can provide evidence that the candidate has continued to keep abreast of their field.

6.2.5.2.   In addition, the following are some ways that the candidate can demonstrate commitment to continually developing their philosophical understanding:

- Attendance at Philosophy and Religion conferences
- Membership in professional organizations
- Participation in local or national discussion groups on current philosophical research

6.2.5.3.   Finally, we recognize the formidable challenges entailed in securing grants from national funding organizations such as the NEH or NIH, and that the administration or FRC may quite appropriately view this as significant scholarship. The Program might possibly also consider it when deciding whether to support a candidate's bid for promotion to Full Professor. However, as the tradition within the field has been to define philosophic or religious research in terms of articles, books, and presentations at conferences, it is essential for any tenured member of the Program to demonstrate the ability to succeed within that tradition. Hence, for the purposes of evaluation of tenure, the Program will not view the securing of grants as equivalent to any of the scholarship requirements listed above.

6.3. SERVICE

6.3.1. The criteria for the evaluation of service are in 6.3 of the University Guidelines. What follows are the specific ways in which the Philosophy and Religion Program interprets those criteria. Stockton recognizes three levels of service: service to the Program, service to the University, and service to the community. This last category is further divided into professional and non-professional communities. The Philosophy and Religion Program stipulates that candidates must contribute on the first two levels and that the candidates will determine the degree to which they can contribute on the third level. Furthermore, service for Philosophy and Religion faculty should include student engagement and Program assessment of student learning. In consultation with the Philosophy and Religion Program, the candidate will spell out in his or her individual faculty plan the contributions he or she intends to make in each area.

6.3.2. **Program Level:** The general requirements of service to the Program would include most, though not necessarily, all of the following:
- Leading sessions of the Stockton Philosophical Society
- Leading sessions of Philosophy Goes to the Movies
- Assisting in the Philosophy Speaker Series
- Contributions to the planning of the future of the Program
- Contributing to the Five-Year Review
- Acting as Program liaison to other Programs and divisions where the candidate's expertise makes such activity reasonable
- Attend and contribute to Program meetings
- Working in a collegial fashion with his/her colleagues

6.3.3. **University Level:** The Program will be extremely open to the candidate's suggestions as to what meets university-wide contributions, at least from the perspective of the Program. The FRC, the Dean, and the administration may have different views, but it is assumed that they will make their views known through the appropriate channels. The general requirements of service to the college should include some combination of the following kinds of activities:

- Membership in or chairing ARHU committees
- Membership in or chairing college-wide committees
- Becoming an officer in the Faculty Assembly
- Becoming an officer in the SFT
- Attendance at various college functions
- Scholastic presentations to the college community
- Writing reports or other documents for the college
- Mentoring new faculty members
- Contributions to the Stockton artistic community
- Being a member of one of the Board of Trustee committees
- Guest lecturing to courses in other Programs or divisions
- Being a member of a team-taught course
- Organizing conferences at the college
- Organizing student events
- Serving as an advisor to non-philosophy student organizations

6.3.4. **Community Level:** Stockton requires that all professors contribute to the community beyond the college. The Philosophy and Religion Program distinguishes between those contributions that are directed toward the non-professional community and those directed to the professional community.

6.3.4.1. **Non-Professional Service:** Once again, the Program will be open to any number of ways in which a candidate might contribute to the community. We define non-professional community as being organizations and activities not necessarily connected with philosophy at either the local, state, national, or international level. If the candidate chooses to focus her/his energies on service to the community as their remaining service component she/he might include the following types of activities:

- Membership in or chairing a local, statewide, national, or international charity
- Membership in or chairing local, statewide, national, or international civic groups
- Membership in or chairing committees of local, statewide, national, or international institutions
- Membership in or chairing committees of local, statewide, national, or international advocacy groups
- Acting as a consultant to local, statewide, national, or international charities, institutions, civic groups or advocacy groups
- Organizing or helping to plan local, statewide, national, or international non-philosophy conferences
- Conducting in-services or lectures at local schools
- Giving lectures to local, statewide, national, or international non-philosophy groups
- Leading local, statewide, national, or international non-philosophy discussion groups

6.3.4.2. **Professional Service:** Again, the Philosophy and Religion Program recognizes that there is a wide range of activities that would be acceptable to the Program as meeting the service requirements from the Program perspective. Suppose the candidate chooses to focus her/his energies on contributions to the profession as the last piece of their service requirement. In that case, the general requirements might include the following types of activities:

- Organizing or assisting in the planning of a regional, national, or international philosophy conference
- Organizing or assisting in the planning of a panel for a regional, national, or international conference
- Chairing panels at regional, national, or international conferences
- Serving as a reader for either conferences, journals, or publishing houses
- Serving as an officer of a professional organizations

6.3.5. Possible Measurement Tools

For the Service requirements, the following would be considered good measurement tools:
- Letters from the chair of committees the candidate served on detailing the candidate's contributions
- Letters from fellow committee members detailing the candidate's contributions
- Letters from institutional members recognizing contributions by the candidate
- Awards or other types of public recognition of contributions by the candidate
- Programs from events the candidate worked on indicating the candidate's contributions
- Membership listings

10.00. Expectations for Rank in Philosophy and Religion Program
10.00.1. A faculty member seeking promotion will need to make contributions in all three areas: teaching, scholarship, and service.

10.3. Promotion to Associate Professor in Philosophy and Religion
We believe that the criteria for tenure are also the appropriate ones for promotion to the rank of Associate Professor. An individual who has met the above criteria should be awarded promotion to Associate rank along with being tenured.

10.4. Promotion to Professor in Philosophy and Religion should be based on:
- Leadership in teaching innovation
- Leadership in Program, College-wide, or professional service activities and
- A record of active and ongoing scholarship, including, for example, publication of a book and/or the equivalent in peer-reviewed articles in scholarly periodicals or edited volumes, in addition to professional presentations or activities, book reviews, as outlined above in 6.2.3.1 through 6.2.4.5.

  10.4.1. The manner in which such contributions are balanced overall and over time may recognizably vary from one candidate to another.