Department of Philosophy  
Criteria for Tenure and Promotion  

I. PRELIMINARIES  

1. Department Mission. This document contains criteria for tenure and promotion to associate professor, and for promotion to full professor, in the Department of Philosophy. These criteria are designed to promote the fulfillment of the Department mission, as defined in our governance document:

   It is the responsibility of the Department of Philosophy to provide the very core of a university education in the liberal arts and sciences, and the Department is committed to fulfilling this responsibility. Courses in philosophy require critical analysis of foundational texts in the liberal arts and sciences and of contemporary work central to discussions of knowledge and values across the curriculum. The Department is also committed to providing its students, undergraduate and graduate, with the knowledge and abilities needed to complete their program of study, and to advance if desired, to the next level of professional activity. Undergraduates should receive the training needed to matriculate in graduate programs; graduates, with that needed to teach at the college and university levels and to engage in professional philosophical scholarship. The program of study at the undergraduate level will require courses in the history of philosophy and in the problems of philosophy, e.g., the theory of knowledge, logic, and ethics. The programs of study at the graduate level will require those receiving the MA and PhD degrees to be well grounded in all periods in the history of philosophy to have a solid grasp of contemporary philosophical work; and to be thoroughly familiar with some of the areas and subjects of inquiry of both traditional and contemporary interest. The Department of Philosophy endorses the study of diverse philosophical traditions.

2. College and University Guidelines. In addition to the criteria in this document, candidates should familiarize themselves with the University Tenure and Promotion Guidelines, the College of Arts and Sciences Tenure and Promotion Procedures, and the USF-UFF Collective Bargaining Agreement.

3. Procedures  

   a. Application materials. Prior to consideration by Department Chair and Tenure and Promotion Committee, it is expected that each application for tenure and promotion be complete. A complete application contains all of the elements in the College of Arts and Sciences tenure and promotion application, including letters from external evaluators, upto-date CV, narrative components, annual evaluations, course evaluations, and midtenure evaluations. It is the candidate’s responsibility to assemble additional materials necessary to document satisfaction of Department criteria for tenure and promotion (See §§II-III for further detail.). In doing so, the candidate is encouraged to seek the advice of senior colleagues, who in turn should counsel the candidate to the best of their ability.

   b. Departmental endorsement. Applications for tenure and promotion must be considered at three levels within the Department: by a departmental Tenure and Promotion Committee;
by the Department Chair; and by the eligible voting members of the Department faculty, meeting in closed session and voting by secret ballot. For applications for tenure and promotion to the rank of associate professor, only tenured faculty members are considered eligible voting members of the Department faculty. For applications for promotion to the rank of full professor, only faculty members of the rank of full professor are considered eligible voting members of the Department faculty. In addition to the stipulated tenure status and rank, eligible voting members of the Department faculty must have at least 49% of a full-time, active appointment in the Department of Philosophy, or be on sabbatical leave with the expectation of returning to the Department of Philosophy with at least 49% of a full-time appointment. The Departmental Tenure and Promotion Committee for a given application is to consist of three faculty members considered eligible voting members for purposes of that application.

c. Sequence. Evaluations by Chair and Tenure and Promotion Committee, including all associated narratives, are to be completed before an application is submitted to the eligible voting members of the Department faculty for their consideration. Both evaluations, together with the remainder of the complete application, must be made available to eligible voting faculty members at least one week prior to any meeting at which a vote on the application is to take place.

II. TENURE AND PROMOTION TO ASSOCIATE PROFESSOR

Demonstrated excellence in research and teaching, together with substantive service, are expected for tenure and promotion to associate professor in the Department of Philosophy.

RESEARCH

Successful candidates for tenure must demonstrate excellence in research. Excellence in research involves both qualitative and quantitative factors, where assessment of quality takes precedence.

1. Assessment of Quality

The quality of scholarly production in philosophy is to be assessed by professional philosophers and, for faculty members engaged in interdisciplinary research, by qualified scholars in cognate fields. For purposes of tenure and promotion recommendations, the department Chair and Tenure and Promotion Committee should give great weight to judgments of quality by a candidate’s external evaluators.

Other things being equal, the standings of journals and academic presses in which candidates published are to be considered significant indicators of quality. Assessment of research quality in philosophy is a rigorous process, but primarily a qualitative one. The assessment of quality may also take into account the public recognition of a candidate’s work in the form of prizes, awards, fellowships, and grants. Although external funding is highly desirable, it is not a necessary condition for a first-rate scholarly career in philosophy, nor is it a primary consideration for tenure and promotion.

2. Quantitative Productivity
The Department of Philosophy (with the understanding that quality takes precedence over quantity) stipulates that the successful candidate for tenure will normally present approximately ten publications of sufficient quality, to include at least six high-quality peer-reviewed articles or the equivalent. (See below, sec. a-f, for the equivalencies.) Work must be in press or published in order to be considered for this purpose.

a. Peer-reviewed Articles

A peer-reviewed article is an article in a peer-reviewed journal in philosophy (or cognate scholarly field, where appropriate), or a chapter in a peer-reviewed anthology.

b. Scholarly Monographs

A scholarly monograph is considered equivalent to approximately five peer-reviewed articles. Scholarly monographs are to be placed in reputable academic presses, enforcing rigorous peer-review practices in their acceptance of manuscripts.

c. New Editions or Translations of Major Works

New editions and translations of major works by important philosophers are absolutely essential to contemporary philosophical scholarship. The scholarly qualifications and effort required to edit a major work to contemporary scholarly standards, with appropriate annotations and apparatus, or to translate such a work, can match or exceed those required for a scholarly monograph. Such publications are to be considered equivalent to between three and five peer-reviewed articles, depending on the extent of their original scholarly contribution. They are to be placed in reputable academic presses, enforcing rigorous peer-review practices in their acceptance of manuscripts.

d. Edited Anthologies

An edited anthology should be considered equivalent to between two and four peer-reviewed articles, depending on the extent of the candidate’s original scholarly contribution. Assembling and editing an anthology is an important scholarly contribution in its own right. In addition, the candidate may also have contributed an introduction and one or more original chapters. Any such chapters should be considered in determining how much weight to place on the anthology; chapters should not be counted separately as stipulated in (2a).

e. Collaborative Work

In philosophy, co-authored and co-edited publications are the exception rather than the rule. Candidates may receive full or partial credit for such work, depending on the extent of their participation. A co-authored article or book in which the candidate played a leading role, or which could not have come about without the candidate’s sustained and committed participation, may receive full credit.
f. Additional Publications and Other Public Scholarship

Additional publications and other public scholarship meriting consideration toward tenure include, but are not limited to the following: articles not peer-reviewed or solicited for peer-reviewed collections, encyclopedia articles, articles published in conference proceedings, and substantial critical book reviews published in major journals. Published ephemera (e.g. letters to the editor) or other work tangential to the candidate’s field of philosophical expertise will not be considered.

g. Rate of Publication

While candidates are expected to have averaged significantly more than one peerreviewed publication or equivalent per year over the course of their tenure-earning years, it is understood that evidence of scholarly productivity may vary widely from year to year. The preparation of a scholarly monograph can occupy a candidate’s exclusive attention for some time, during which other monographs or articles are unlikely to be forthcoming. Publication rates tend to increase and ultimately stabilize as a research program matures. Should total productivity meet expectations at the end of a candidate’s tenure-earning years, a lower publication rate at the beginning of that period must be viewed without prejudice.

TEACHING

Successful candidates for tenure must demonstrate excellence in teaching as demonstrated in and through the categories below. The assessment of excellence in teaching occurs primarily at the departmental level, and should draw on documentation generated throughout the candidate’s tenure-earning years. Such documentation should include the following, where not every component need be weighted in equal measure for every candidate:

1. Evidence of Curricular Rigor

A candidate’s syllabi must meet the highest disciplinary standards of rigor appropriate to the content and level of each course. They should reflect up-to-date knowledge of relevant scholarship, and due consideration of the place of each course in the department and university curriculum. Assignments should comply with disciplinary best practices, particularly with regard to the commitment of academic philosophy to persuasive discursive writing.

2. Evidence of Curricular Innovation and Maintenance

Candidates for tenure may present evidence of their participation in the renewal and maintenance of the philosophy curriculum. Such evidence can include the syllabi for experimental special topics courses, proposals for new courses, documented leadership in the certification or recertification of existing courses for college and university requirements, and participation in the periodic assessment and revision of department degree programs.
3. Reports of Peer Evaluation

The Department must maintain evidence that teaching has been carefully evaluated by senior colleagues. Such evaluation may involve peer visitation, exit interviews with students, and sampling of submitted assignments and instructor feedback.

4. Reports of Student Evaluation

During a candidate’s tenure-earning years, the department must maintain an archive of student assessments of the candidate’s instructional effectiveness. These materials may include written comments from graduate and undergraduate students at all levels, and from graduate teaching assistants the candidate has supervised. Both the narrative and statistical elements of student evaluations generated for each course at the end of every term should also be considered.

5. Evidence of Contribution to the Degree Programs in Philosophy

a. Graduate Program

Successful candidates for tenure will have made significant contributions to the graduate program in philosophy, above and beyond having offered graduate courses. Though it is not expected that untenured faculty serve as major professors for Ph.D. students, their contributions might include service on M.A. and Ph.D. comprehensive examination boards or thesis and dissertation committees, and the supervision of directed research by graduate students.

b. Undergraduate Program

Successful candidates for tenure will have made significant contributions to the B.A. program in philosophy. Such contributions may include assuming primary responsibility for required courses, offering the capstone seminar, supervising honors theses or directed research, and participating with undergraduates in clubs or other activities.

6. Evidence of Commitment to Pedagogy

Evidence of commitment to pedagogy may include honors and awards for teaching (both intra- and extra-mural); participation in training sessions, workshops, and conferences devoted to pedagogy in higher education, or in philosophy in particular; and contributions to publications on pedagogy.

SERVICE

Successful candidates for tenure are expected to have been active in service to the department, college, university, profession, or community. Candidates need not be equally active in all categories of service; some may choose to focus their efforts on only one or two. Activity must be commensurate with commitment to the institutional and social role of a professional
philosopher on the faculty of a public university. Examples of service activities in each of the five categories include:

1. Department

   Participation in departmental governance in the form of service on departmental standing and ad-hoc committees and performance of related duties, and attendance at student recruitment events.

2. College

   Participation in the governance of the School of Humanities and the College of Arts and Sciences in the form of service on standing and ad-hoc committees or on search committees for other departments; attendance at college convocations, assemblies, and other events.

3. University

   Participation in university governance in the form of service on standing and ad-hoc committees and councils; attendance at convocations, commencement ceremonies, and other events.

4. Profession

   Participation in the peer-review process; credited involvement in a scholarly journal; administration of or regular contribution to a professional blog or newsletter; consultant for other department or institution; and service as officer, or board or committee member for a regional or national professional or scholarly society or association (such service is rare for untenured faculty).

5. Community

   Involvement in service-learning activities; participation in community outreach efforts; participation in local, regional, or national government or civic organizations that capitalizes on faculty professional expertise.

III. PROMOTION TO FULL PROFESSOR

The successful candidate for promotion to full professor will have met and then exceeded all of the requirements for tenure and promotion to associate professor during the five-year period preceding the application for promotion. In addition, he or she must also meet the following additional requirements.

RESEARCH
The candidate for promotion to full professor must be a scholar of some international standing. Evidence of international reputation includes presentation at conferences outside the United States and publication in international venues.

TEACHING

The candidate for promotion to full professor must have successfully supervised graduate students, serving on several Ph.D. committees and, where possible, serving as major or co-major professor. It is understood that the Ph.D. program will not attract doctoral students in every subdiscipline, and that consequently not every candidate meriting promotion to full professor will have served in this latter capacity.

SERVICE

The candidate for promotion to full professor should exercise a leadership role in one or another category of service. Such roles include chairing a committee of the department, school, college, or university, acting as officer in a national or international scholarly or professional society or association, and serving as editor or associate editor of a national or international scholarly journal.

A 2/3 vote of the faculty is required to amend this document. After amendment, it must be approved by the Offices of the Dean and Provost.

Approved by faculty vote on September 4, 2015.
Approved by Dean’s Office on September 21, 2015.
Approved by Provost on June 1, 2016
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