

Guidelines for Promotion to Full Professor

timetable: normally 6-8 years

The Committee on Tenure and Promotion considers all of the following guidelines. In addition, the Committee is aware that faculty members' contributions will vary. Thus in our deliberations on promotion, we reflect on the benefits to the College of a range of attributes and accomplishments.

Scholarship

➤ **evidence of substantial progress on research projects beyond materials presented for tenure**

At tenure we ask for evidence of ability to design and complete a major research project beyond the dissertation. We also require evidence of the promise of another project to suggest a continuing research trajectory. At the time of promotion to Professor, we look for evidence of continuing scholarly growth in developing another significant research project, which has been substantially demonstrated through publications and presentations at conferences and professional meetings.

➤ **professional recognition through influential scholarly exchange with colleagues**

Such wider recognition of a candidate's work may be demonstrated by citations of the candidate's work by other scholars, by reviews of the candidate's published work, by invited lectures or contributions to edited volumes, by leadership roles in professional organizations; and by collaborative projects across institutions, among other evidence of the impact of a candidate's work on a field.

Teaching

➤ **continued excellence in classroom teaching**

Excellent performance in the classroom remains important among the criteria for promotion. Evidence would include student course critiques, classroom visits, and reviews of syllabi.

➤ **evidence of curricular innovation or development**

A candidate may provide evidence of the development of new courses, or new pedagogies, significant participation in the curriculum design and development of interdisciplinary programs and departments; leadership roles in College curricular initiatives or in the Five Colleges; College recognition of teaching excellence through prizes or nominations.

Service

➤ **service on major College elected or ad hoc committees or in the Five Colleges**

We agree that in the probationary period before tenure, candidates should have performed service primarily within the department. To be considered for promotion to full professor, candidates should demonstrate substantial commitment to and involvement in institutional service beyond the department.

➤ **leadership roles in Department or Program service**

Such roles might include chairing committees with major responsibilities, such as the curriculum committee in some departments, chairing search committees, or chairing a department or program.