

Tenure Policy: Department of Modern Languages and Cultures
College of Arts & Sciences
Baylor University

Revisions Approved by the Office of the Provost, February 10, 2021—James Bennighof

This document serves as a description of expectations regarding teaching, research, service, and interpersonal relationships for candidates for tenure in the Department of Modern Languages and Cultures. These guidelines are predicated on new tenure-track Assistant Professors having a 2/2 or lower teaching load.

Teaching: Tenure candidates in the Department of Modern Languages and Cultures must demonstrate excellent classroom teaching. During pre-tenure reviews, candidates will have the opportunity to explain how their teaching methods help students attain proficiency levels per ACTFL guidelines and to provide evidence of their students' having met these goals. In addition, teaching effectiveness will be evaluated on the basis of:

- Peer evaluation;
- Student evaluations;
- Other activities such as:
 - teaching-related activities outside the traditional classroom, including mentoring students, i.e. directing honors theses, pursuit of URSA grants;
 - external or all-campus grants or awards for teaching.

Research: Tenure candidates in the Department of Modern Languages and Cultures should demonstrate they are performing research at a level comparable to that expected at Departments of Modern Languages and Cultures at R1 universities. Candidates should have published articles in top-tier journals, book chapters in volumes edited by or co-edited with leading experts in the field and published by prestigious academic presses, or in digital media with national or international scope. Tenure candidates should:

- Follow one of three paths:
 - Option one: Publish a minimum of seven substantial peer-reviewed articles in reputable journals or chapters in edited volumes AND submit one grant proposal in support of research to a private or governmental funding agency.
 - Option two: Publish a scholarly book with a reputable academic press AND publish at least two substantial peer-reviewed articles in reputable journals or chapters in edited volumes AND submit one grant proposal in support of research to a private or governmental funding agency.
 - Option three: Publish two substantial peer-reviewed articles in reputable journals or chapters in edited volumes AND submit one grant proposal in support of research to a private or governmental funding agency AND at least three of the following:
 - A full-length scholarly or literary translation;
 - A full-length textbook;

- A volume edited by the candidate, such as an anthology, a collection of critical essays, or conference proceedings, with a scholarly introduction by the editor;
- An edition of a book-length text with scholarly apparatus by the editor.
- Participate in at least one scholarly conference per year;
- Provide evidence of ongoing research activity.

Service: Candidates should perform service to the department, the university and the discipline. This includes:

- Participation in division and departmental meetings;
- Involvement in university service, limited to after the third year;
- Participation and contribution to community life, e.g. local volunteer work;
- An active role in professional associations;
- Active membership in a faith community.

Interpersonal Relationships: Candidates for tenure are expected to have a positive disposition to collegiality, mutual encouragement, and teamwork.

University Policies and Procedures Governing Tenure: The Provost's website includes a page devoted to *Policies related to employment with Baylor*, <https://www.baylor.edu/provost/index.php?id=948441>, which contains useful links related to tenure. Specific policies regarding the tenure process are governed by *BU-PP 704*, <https://www.baylor.edu/content/services/document.php?id=287054>. Tenure procedures, including information on tenure reviews and preparing the tenure dossier are detailed in the document *Tenure Procedures* <https://www.baylor.edu/provost/doc.php/287055.pdf>