

Promotion Policy: Department of Philosophy
College of Arts & Sciences
Baylor University

Revisions Approved by the Office of the Provost, May 27, 2022—James Bennighof

This document serves as a description of expectations regarding teaching, research, service, and interpersonal relationships for candidates for promotion to the rank of Professor in the Department of Philosophy.

Teaching: The candidate for promotion must have a record of *increasingly effective* teaching, both inside and outside of the classroom, as demonstrated by:

- Peer and student course evaluations
- Directing doctoral dissertations and undergraduate theses to completion
- Involvement in teaching renewal or development workshops
- Publications in journals devoted to the pedagogy of philosophy
- Awards and recognition for excellent teaching

Research: Each promotion candidate is expected to have established a *national or international reputation* in his or her research area and a record of research achievements comparable to that of peers at R1 universities. Research achievements will be demonstrated by such factors as:

- Publication of articles in peer-reviewed journals and books
- Publication of books, monographs, and edited volumes
- External research funding
- Research Awards
- Invitations to give major lectures, or speak at conferences and symposia

Service: Each candidate for promotion must be actively engaged in service to the department, the university, and, as importantly, the profession. Each candidate should be an active member of a faith community. Marks of acceptable service include:

- Regular and special administrative work for the department, the College, or the University
- Administration in regional, national, and international professional organizations
- Refereeing for journals and presses, grants, and tenure reviews
- Philosophical contributions to local organizations
- Service to a local church or synagogue.

Interpersonal Relationships: The candidate should display civil interpersonal relationships with students, colleagues, and other members of the university community. She or he should also be supportive of Baylor's distinctive Christian mission.

University Policies and Procedures Governing Promotion: 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

promotion. Specific policies regarding the promotion process are governed by *BU-PP 702*
<https://www.baylor.edu/content/services/document.php?id=42355>.

College of Arts & Sciences Policies and Procedures Governing Promotion: Beyond the university policies governing promotion in rank, the College of Arts and Sciences stipulates the following.

1. **External Letters:** At least five external evaluation letters will be provided for each promotion candidate. The external evaluators will be faculty holding the rank of Professor at peer or aspirant *research universities*. These letters will address the *research stature* of the candidate. No more than one of these evaluators should be emeritus. None of the external evaluators should have been a collaborator or mentor of the candidate. The external evaluators will be instructed to specifically address the question of quality and impact of the candidate's work.
2. **Pre-promotion review:** Each faculty member interested in applying for promotion will arrange with the department to participate in a pre-promotion review three years before the year in which she or he intends to apply for promotion. (In rare instances, the Dean of the College of Arts & Sciences may grant an exception to the three-year lead time.) Pre-promotion reviews should include all of the Professors in the department and a representative from the A&S Dean's office. The candidate should provide a current CV and a brief letter indicating progress made towards promotion in the areas of teaching, research and service in light of the expectations indicated above. Following the review the department chair will provide a letter summarizing the Professors' evaluations to the candidate and the A&S Dean's office.