

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

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

Teaching: The candidate for tenure must have established a record of facilitating well-informed philosophical inquiry with students at both the graduate and undergraduate levels. Successful teachers will equip students with the skills and background required to think independently and communicate philosophical ideas clearly and effectively. Excellence in teaching will be indicated by such things as:

- Student evaluations indicative of effectiveness in the classroom
- Peer evaluation of teaching to include assessment of course content, design, and delivery
- Direction of undergraduate theses and doctoral dissertations to completion, or service on doctoral and undergraduate thesis committees
- Involvement in teaching renewal or development workshops
- Publications in journals devoted to the pedagogy of philosophy
- Awards and recognition for teaching awards

Research: Tenure candidates are expected to produce scholarly work that goes beyond the content of the doctoral dissertation and makes a significant contribution to the discipline. The record should show promise of developing a national or international reputation in the relevant research area, and be comparable in quality and quantity to the records of peers at R1 universities. Research achievements will be demonstrated by such factors such as:

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

Service: Each candidate for tenure in the Philosophy Department will demonstrate a satisfactory record of service. All candidates should demonstrate active involvement in a local faith community. Marks of acceptable service include:

- regular service and special administrative work for the department, the College of Arts and Sciences, or the University;
- administration for regional, national, and international professional organizations;
- refereeing for journals and presses, grant reviews, and tenure reviews,
- philosophical presentations to community groups; and
- service to the Church and the local community.

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 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>.