

**Tenure Policy: Department of Political Science
College of Arts & Sciences
Baylor University**

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

The guidelines below are directed to tenure-track faculty members who wish to be granted tenure in the Department of Political Science.

Teaching:

The evaluation of excellence in teaching should reflect a balance of student and peer components, although peer review will be afforded greater weight than student evaluations.

Peer evaluation will include:

- evaluation of teaching
- examination of course materials
- examination of the candidate's annual reflective summaries of each year's teaching and plans for improvement.

Student evaluation will include:

- peer consideration of scores on university student evaluations
- class feedback
- written contributions from students

Acceptable performance requires that the faculty member's student and peer evaluations fall near the departmental average. Finally, other evidence of outstanding performance, including teaching awards or nominations, should also be evaluated.

Goals: effective teaching requires that students achieve deep knowledge of American political history and institutions, development of constitutional law, the causes and effects of political change around the world, and the writings of great political philosophers. Students should acquire diverse methodologies, from historical and philosophic analysis to statistical analysis. Students who complete our program will better understand politics, become effective citizens, and make a difference in their world.

Research:

Excellence in research necessarily involves the sharing of the results of one's research with the broader academic and policymaking community, a process that is primarily achieved through presentation at professional conferences, publication of peer-reviewed research, and the receipt of external grants/funding. The most important example of scholarly achievement is publication of peer-reviewed research in respected venues.

The department is also cognizant of the difference between quality and quantity of research. Publications in flagship political science journals and subfield journals, or a journal article with high impact, all denoting a significant contribution to the field, will count for more than the average publication. In an attempt to offer guidance to tenure-track faculty members, however, the department expects that over the course of one's probationary period a tenure candidate will publish either:

- 6-8 peer-reviewed publications, or
- 1 research monograph (including research developed from the dissertation), which will be considered as equivalent to 4-5 article-length publications, plus at least 2-3 other peer-reviewed publications of

which at least 1 should be a journal article, or demonstrate evidence of substantial progress toward a second book and have published at least 1 journal article

It is expected that research monographs and edited volumes will be published with high-quality academic and trade publishers that have a rigorous peer-review process. Tenure candidates should establish their own research agendas and thus must present a significant number of sole-authored publications for tenure. The tenure committee, therefore, will expect the candidate to explain their contribution to all co-authored articles, to demonstrate that such articles are part of a coherent research agenda, and to explain their contribution to all co-authored academic press monographs.

The department expects tenure-track candidates to apply for external research grants/funding. In cases in which an external research grant/funding has been awarded on the basis of external review and is worth \$5000.00 or more, it may be considered equivalent to up to one peer-reviewed publication. Candidates for tenure may submit only one externally reviewed research grant/funding of \$5000.00 or more in their application for tenure.

Service:

It is important that a faculty member contribute to the broader community through service to the department, university, church, community, and discipline. During the probationary period, faculty members will not be required to serve on university committees, or on more than one or two departmental committees per year.

Excellence in service may include:

- the publication of book reviews
 - supervision of undergraduate honors theses and of MA and PhD theses
 - service in the department, college, and university
 - academic and career advisement activities
 - leadership positions, directorships, and sponsorship of student academic organizations
 - editorial work for professional journals or participation in the peer-review process.
 - off campus service in professional associations and organizations
- Because of the university's distinctive Christian mission, all faculty members are expected to participate in a faith community.

Interpersonal Relationships: Candidates for tenure should exhibit at all times charity and courtesy towards students, colleagues, and others.

In the process of granting tenure, we wish to emphasize the importance of exercising good judgment based on sustained attention to the particular details and circumstances of an individual's record of performance. Thus, a holistic approach should be taken toward the numerical values above. For instance, outstanding performance in one area may be allowed to mitigate minimally optimal performance in another.

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, including external referees and annual reviews. 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>