

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

Revisions Approved by the Office of the Provost, May 4, 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 Classics.

**Teaching:** Teaching is central to the identity of the Department of Classics. Faculty in general are expected to devote themselves to teaching at all levels. Candidates for tenure should be enthusiastic and show a high regard and concern for students. Candidates will be expected to teach language classes from the beginning through the advanced and graduate level. Effective teachers will communicate concepts of grammar, syntax, and style, as well as the historical and social contexts in which the languages were used. Candidates should also be prepared to teach departmental courses included in the A&S Unified Core as well as more advanced courses related to their expertise and interest. In the Core classes the candidates should strive to make the complex history and culture of antiquity accessible to non-majors, while in advanced courses they should develop and foster high-level research strategies in their students. Successful teachers will provide students with a good understanding of the classical world and of its contributions to the literature, culture, art, philosophy, ethics, politics, religion, and government of later civilizations including the contemporary world. Candidates should also have a concern for student recruitment. In general, the successful candidate for tenure must have a record of effective and transformative teaching, both inside and outside the classroom. This will be noted through:

- Peer and student evaluations.
- Time spent with students in one's office.
- Undergraduate research projects including honors contracts and honors theses directed.
- Effort to improve quality of teaching through teaching workshops, visiting other colleagues' classes, and discussing teaching practices with colleagues.
- Teaching evaluations completed by the chair or a designated member of the faculty.

**Research:** Tenure candidates are expected to have established a solid record of scholarship in their field comparable to peers at R1 universities. In particular:

- The candidate for tenure will be able to present a book (or at least a fulfilled book contract) from a reputable press (normally a university press) and at least two articles. Book chapters and papers published in conference proceedings will also be considered to meet the article requirement provided that they are individually refereed; however, articles in peer-reviewed journals are preferred.
- A scholar who has produced six to eight articles of serious quality, but has not produced a book, will be considered to have fulfilled expectations of published work. The quality of the journals in which these articles are published should be high, with at least two in the appropriate discipline's top journals. While book chapters and papers published in conference proceedings

will also be considered provided that they are individually refereed, at least four of the published pieces should appear in peer-reviewed journals.

- The Department requires candidates for tenure to apply for external funding. Even though such resources are limited for the humanities, and winning external grants at the tenure-track stage remains unusual, participation in the grant-writing process is beneficial.

**Service:** Each candidate for tenure in the Classics Department must be disposed towards service. This would be a broad conception of service, from supporting and mentoring students outside the classroom to taking part in scholarly organizations to serving the community at large. Though expectations will be somewhat more limited during the years a candidate is on tenure track, the candidate should have a record of service on campus, in the profession, and in the greater community. All candidates should be active members of a faith community.

**Interpersonal Relationships:** The candidate must be a person of character, warmth, and positive attitude and 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>.