

**Tenure Policy: Department of History**  
**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 History.

**Teaching:** Tenure candidates in the Department of History must demonstrate excellent classroom instruction in methods of historical thinking and sound evidence-based content that develops students' abilities to appreciate the complex nature of narratives about the past and to exercise cultural humility and empathy for those unlike themselves. These may be indicated by:

- Course distributions and student enrollments;
- Student evaluations and surveys;
- Faculty peer reviews;
- Other activities such as:
  - guest lecturing in an academic setting;
  - teaching-related activities outside the traditional classroom;
  - external or all-campus grants or awards for teaching.

**Research:** Tenure candidates in the Department of History should demonstrate they are performing research at a level comparable to that expected at Departments of History at R1 universities. In particular, they should:

- Develop a clear research and publication agenda for the probationary years and after;
- Publish at least one major, book-length work with a respected academic or trade press based on original research\*;
- Publish two refereed articles in leading professional journals (or book chapters in refereed scholarly books) as well as demonstrate significant progress toward a second major, book-length work; and
- Seek external research funding.

\*Occasions may arise where the candidate's scholarship is more effectively disseminated in the form of scholarly articles than by a monograph. In such instances, six to eight peer-reviewed articles of critical substance and merit can substitute for a published monograph.

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

- Supporting the mission of the university of "integrating academic excellence and Christian commitment within a caring community";
- Involvement in departmental, college, and university service;
- Involvement in professional and community service;
- Active membership in a church or synagogue.

**Interpersonal Relationships:** Candidates for tenure should display the highest sense of professionalism, integrity, and collegiality in their interactions with students, colleagues and other members of the university community.

**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>