



Baylor University

HONORS COLLEGE

Guidelines for Promotion to Professor

Revisions Approved by the Office of the Provost, July 20, 2021—James Bennighof

Preamble: The Honors College of Baylor University aspires to be “a transformative academic community of integrated teaching and learning, beauty and wisdom.” The faculty endeavor to cultivate love of truth, kindling of faith, and acquisition of virtue in themselves and their students “in friendship, study, and service to Christ and neighbor.” Those who attain the rank of Professor are expected to be exemplars of the College’s aspiration through a commitment to excellent teaching and scholarship that incorporates interdisciplinary instruction and inquiry when appropriate, the integration of faith and learning when relevant, service to the wider community, and active involvement in a church or synagogue. Since achieving tenure, candidates for promotion should demonstrate clear, ongoing accomplishment in the three areas listed below.

Teaching: Candidates for promotion are expected to be exemplary educators and mentors both inside and outside of the classroom. We expect teaching to focus on primary texts, dialectical pedagogy, and cultivation of high-level conversations that are open-ended without being relativistic. Desired student outcomes include understanding of varied intellectual traditions; critical insight into perennial and contemporary human concerns; and readiness to read, listen, think, speak, and write with generosity, integrity, and analytical rigor. Evidence of teaching excellence may include, but not be limited to:

- Peer reviews of teaching
- Student course evaluations
- Unsolicited student letters of appreciation
- Teaching awards
- Effective collaboration in team-teaching contexts
- Striving to improve quality of teaching through attending workshops, visiting other colleagues’ classes, and discussing teaching practices with colleagues
- Promoting students’ vocational aspirations through letters of recommendation for employers, professional schools, graduate schools, and awards or fellowships
- Helping students win prestigious post-baccalaureate scholarships and fellowships (e.g., Fulbright, Goldwater, Marshall, Rhodes, Schwarzman, Truman, etc.)
- Supporting independent student research, including directing theses or dissertations to completion
- Involving students collaboratively in their own research
- Mentoring junior faculty in teaching
- Developing curriculum
- Contributing to the scholarship of teaching and learning

Scholarship: Promotion candidates are expected to have records of scholarship comparable to those of scholars who are promoted to the rank of Professor in their respective fields at peer institutions and/or Baylor University departments. Candidates should also show clear evidence of ongoing productivity in their research. They should document that they have achieved national or international reputations in their research areas. Since the Honors College comprises scholars in varied disciplines, primarily in the humanities but also in the sciences, departmental promotion standards in candidates' fields of study at Baylor will be consulted when assessing research. Scholarly productivity since achieving tenure should be comparable to, and ideally in excess of, the activity required for tenure and promotion to associate professor, resulting in a body of work that establishes one as a recognized authority.

- Scholarship may include, but not be limited to:
 - Books published with reputable presses
 - Articles in peer-reviewed journals
 - Book chapters in edited collections if individually refereed
 - Conference proceedings if individually refereed
 - Translations and scholarly editions of primary texts
 - National and international grant funding
- Evidence of a national/international reputation may include, but not be limited to:
 - Invitations to submit work to edited projects
 - Invitations to speak at venues outside of Baylor
 - Service on editorial boards
 - Requests to referee books and articles
 - Requests to evaluate candidates for tenure at other colleges and universities
 - Requests to serve on visiting committees
 - Requests to serve on dissertation committees
 - Leadership and service in professional organizations
 - Reviews of candidate's research in scholarly journals
 - Evaluations by external reviewers
 - Citation indices and scores
 - National and international awards for research

Service and Leadership: In addition to being active members of local faith communities, candidates for promotion should be engaged in service to:

- The Honors College (e.g., participation on committees, mentoring of younger faculty, guidance or leadership of student organizations, student recruitment, etc.)
- The University (e.g., participation on faculty committees, participation on committees for doctoral students, work with on-campus institutes, etc.)
- Their academic discipline (e.g., participation in professional organizations, membership on editorial or review boards, refereeing of submitted publications or research projects, etc.)
- Their church, synagogue, and/or the wider community

Some participation in each area is expected, and at least one should reflect a serious investment of time and energy. Additionally, some faculty fulfill service that is reflected formally in workload assignments (e.g., as department chairs, center/institute directors, assistant/associate

deans, etc.). Such assignments are valuable, cultivate academic leadership for the University, and merit recognition as service.