

Tenure Policy: Department of Museum Studies
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 Museum Studies.

Teaching: Tenure candidates are expected to demonstrate effectiveness in teaching at the undergraduate and graduate levels. They should be able to enhance our students' ability to understand the operations of museums of all types and sizes and of related non-profit cultural organizations, to articulate the best practices at such institutions, and to do excellent work in any professional setting. Tenure candidates should also facilitate students as they begin to think about the nature of leadership in museums and the non-profit sector. In particular:

- Successful candidates for tenure in Museum Studies will make use of the facilities of the Mayborn Museum Complex, Baylor's special collections libraries, and other museums on campus and in the community as part of the regular academic curriculum.
- They will serve as mentors for our students as they develop research projects; work on theses, professional projects, or internships; and/or attend professional conferences.
- Teaching effectiveness will be evaluated through student and peer evaluations as well as any relevant supplemental information, such as compiling a wide variety of course offerings and directing theses and projects.

Research: Tenure candidates are expected to demonstrate substantial and continuing contributions to the field of museum studies, either through research into museum best practices or through museum-based research in art, history, science, or other fields that are interpreted in museums. Such research should contribute to scholarly conversations on improving museum practices and content at a national level. This research should be comparable to that of peers at R1 universities. In particular:

- The candidate should publish 8 articles or 1 monograph and 2 articles of demonstrable relevance to the discipline of museum studies. Articles and monographs should be reviewed by academic and/or professional peers.
- In the event that the candidate is from a cognate discipline outside of museum studies publications shall be evaluated both as contributions to museum studies and to the cognate discipline.
- The candidate should present research at academic and/or professional venues nationally and internationally.

Service: Candidates are expected to provide service within the department, the university, the profession, and the community. This might include service on departmental committees, in the Faculty Senate or on university committees, for professional organizations such as the American Alliance of Museums or the Texas Association of Museums, for academic organizations such as the Texas State Historical Association or the Friends Historical Association, or on civic boards such as the Historic

Landmark Preservation Commission of the City of Waco or the board of the Heart of Texas Regional History Fair. Additionally, they should:

- Support Baylor's distinctive Christian mission.
- Participate in and serve a faith community of the faculty member's choice.
- Set an appropriate example for their students.

Interpersonal Relationships: Candidates should demonstrate collegiality as evidenced by positive interactions with faculty and students in the department.

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> .