

Tenure Policy: Department of Religion
College of Arts & Sciences
Baylor University

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This document serves as a description of expectations regarding teaching, research, service, interpersonal relationships, and support of the University's mission for candidates for tenure in the Department of Religion. In keeping with Baylor University's Policy and Procedures for Tenure (BU-PP 704), the Department of Religion affirms that the burden of proof is on the tenure candidate to demonstrate excellence in all areas of evaluation. Through tenure reviews, the Religion Department will keep each candidate apprised of the range of expectations for that particular candidate's case.

Teaching: Tenure candidates in the Department of Religion must demonstrate excellent classroom teaching (for example, first-rate delivery of up-to-date content in Biblical, Historical, Practical, and Theological topics, and the current state of World Religions; best practices and procedures in pedagogy; and positive student relationships) as indicated by:

- Performance in the classroom;
- Other course-related activities (syllabus preparation, pedagogical development opportunities, etc.);
- Non-course-related activities (supervising independent readings and serving on honors thesis or dissertation committees).

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

- Publish at least one book and three peer-reviewed articles, or the equivalent (being defined as nine peer-reviewed articles),
- Demonstrate continuous scholarly activity, some of which reflects a direction beyond the dissertation, and
- Seek external research funding.

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

- Service to the department, university, and larger academic community;
- Service to the community and to the church.
- Active membership in a faith community.

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>

The Religion Department Chair will advise candidates about specific Department procedures.