

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

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This document serves as a description of expectations regarding teaching, research, service, and interpersonal relationships for candidates for tenure in the Department of Sociology.

Teaching: Candidates for tenure must display effectiveness in teaching. To assess the teaching effectiveness of a tenure candidate, the tenured faculty will consider carefully the candidate's teaching evaluations from students as well as peer teaching evaluations. The following items will also be assessed:

- The course syllabi and the appropriateness of assignments for the levels of courses being taught.
- The effectiveness of the faculty member as a mentor outside the classroom.
- The ability to teach the sociological perspective to majors and non-majors: seeing the world through the concepts, methods and data used by sociologists.
- Contributions to thesis and dissertation committees.
- Involvement of students in the candidate's research agenda.

Research: The department will hold tenure candidates to standards like those of other R1 Ph.D. granting sociology departments. Research expectations include:

- 9-12 journal articles
 - First author on some
 - Some in top specialty journals
 - Majority in journals with good impact scores
- Books published by reputable presses will count as 3 articles.
- Edited chapters will count as 1 article.
- A sustained pattern of seeking external research funding.

All successful candidates in the last 15 years have been active in seeking external research funding.

Service: Successful candidates for tenure should exhibit a pattern of service activities that includes most of the following:

- departmental and university service
- service to the profession
- community service

In addition, active affiliation with a faith community is expected. Lastly, the faculty member will be supportive of Baylor's distinctive Judeo-Christian mission.

Interpersonal Relationships: The candidate should have positive collegial and interpersonal relationships with members of 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> .