

Promotion Policy: Department of Political Science
College of Arts & Sciences
Baylor University

Revisions Approved by the Office of the Provost, June 9, 2022—James Bennighof

The guidelines below serve as a description of expectations regarding teaching, research, service, and interpersonal relationships for candidates for promotion to the rank of Professor in the Department of Political Science. Ordinarily faculty will be eligible to attain the rank of Professor no sooner than six years past the granting of tenure. The membership of the promotion review committee will include all of the Professors in the Department at the time of the review.

Teaching:

Candidates for promotion must have a record of excellence in teaching. Evaluation of excellence in teaching will include student and peer components, with peer review of greater weight than student evaluations.

Peer evaluation will include: classroom observation and examination of course materials by Professors chosen by the Chair.

Student evaluation will include: scores on university student course evaluations, class feedback, and written contributions from students.

Dissertation and Thesis direction: Supervising Doctoral dissertations, supervising Masters and/or undergraduate theses, and/or serving as Readers on dissertation and thesis committees will also count significantly to demonstrating teaching excellence.

Teaching awards, nominations, or other indications of teaching excellence will also be considered.

Research:

Each candidate has the responsibility to demonstrate to the promotion committee that she or he has acquired a national and/or international reputation in her or his research area.

The department is cognizant of the difference between quality and quantity of research. Publications in flagship political science journals and subfield journals, and journal articles with high impact, all denoting significant contributions to the field, will count more than the average publication. The department expects the candidate to have sustained an active research agenda over a significant period of time and, over the course of his or her career, to publish research in peer-reviewed venues at a rate comparable to that of full professors at R1 universities.

The candidate for promotion will seek external research funding at a rate comparable to that of full professors in Political Science departments at R1 universities.

Service:

Excellence in service may be reflected in: service in the department, college, and university; academic and career advisement activities; leadership positions, directorships, and sponsorship of student academic organizations; editorial work for professional journals or participation in the peer-review process; or off-campus service in professional associations and organizations. Because of the University's distinctive Christian mission, all faculty members are expected to participate in a faith community.

Interpersonal Relationships: Candidates should exhibit at all times charity and courtesy towards students, colleagues, and other members of the university community. They should also be supportive of Baylor's distinctive Judeo-Christian mission.

University Policies and Procedures Governing Promotion: 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 promotion. Specific policies regarding the promotion process are governed by BU-PP 702: <https://www.baylor.edu/content/services/document.php?id=42355>.

College of Arts & Sciences Policies and Procedures Governing Promotion: Beyond the university

policies governing promotion in rank, the College of Arts and Sciences stipulates the following.

1. **External Letters:** At least five external evaluation letters will be provided for each promotion candidate. The external evaluators will be faculty holding the rank of Professor at peer or aspirant *research universities*. These letters will address the *research stature* of the candidate. No more than one of these evaluators should be *emeritus*. None of the external evaluators should have been a collaborator or mentor of the candidate. The external evaluators will be instructed to specifically address the question of quality and impact of the candidate's work.
2. **Pre-promotion review:** Each faculty member interested in applying for promotion will arrange with the department to participate in a pre-promotion review three years before the year in which she or he intends to apply for promotion. (In rare instances, the Dean of the College of Arts & Sciences may grant an exception to the three-year lead time.) Pre-promotion reviews should include all of the Professors in the department and a representative from the A&S Dean's office. The candidate should provide a current CV and a brief letter indicating progress made towards promotion in the areas of teaching, research and service in light of the expectations indicated above. Following the review the department chair will provide a letter summarizing the Professors' evaluations to the candidate and the A&S Dean's office.
**Additionally in the Political Science department, within one semester of earning tenure, an Associate Professor will meet with the Professors in the department to be briefed on expectations of the research productivity required to be considered for promotion to Professor.