

**Promotion Policy: Department of Religion
College of Arts & Sciences
Baylor University**

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

This document serves 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 Religion.

Teaching: The candidate for promotion must have a pattern of highly effective teaching, both inside and outside of the classroom. This will be noted through:

- Peer evaluations, including attention to pedagogical issues
- Student course evaluations
- Directing doctoral dissertations to completion or undergraduate theses in the areas of the department that do not offer doctoral work.

Research: Each promotion candidate is expected to have achieved a record of scholarship in her or his field establishing a national or international reputation in her or his research area comparable to colleagues at R1 institutions. In particular:

- Promotion candidates are expected to have established a record of scholarship in their field comparable to peers at R1 universities. They should be able to document that they have achieved a national or international reputation in their research area. Publications must demonstrate (a) continuous scholarly activity over the course of the candidate's career, (b) substantial intellectual development beyond the content or argument of the candidate's dissertation, and (c) a significant contribution to the candidate's field. Further, it is expected that the candidate's publications are complemented by regular scholarly engagement in the field through other activities including, but not limited to, conference presentations.
- The candidate for promotion will have pursued external research funding in ways appropriate for Professors in Departments of Religion at R1 universities.

Service: Each candidate for promotion must be actively engaged in service to the department, the university, and, as importantly, the profession. Each candidate should be an active member of a faith community.

Interpersonal Relationships: The candidate should display civil interpersonal relationships with students, colleagues, and other members of the university community. He or she should also be supportive of Baylor's distinctive 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*. (In the field of Religion, some external reviewers may come from divinity schools/schools of theology/theological seminaries because of vocational commitments.) 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.