

COLLEGE OF LETTERS & SCIENCES PROMOTIONS STANDARDS

The faculty of the College of Letters and Sciences adopts the University Standards as the College Standards. Each of the constituent departments within the College of Letters and Sciences will implement departmental standards that put meaning to the language of these College/University standards. College of Letters and Sciences departments will be guided in this process by the Constituency Standards Committee (CSC) *Guidelines* and by CSC oversight.

This decision reflects the CSC's recognition that the College of Letters and Sciences is uniquely diverse among UW-Whitewater constituency units. As noted in the College mission statement, *"The College of Letters and Sciences forms the core of the university, providing students with the essential elements of a liberal education in humanities, natural sciences, and social sciences. The College of Letters and Sciences fosters personal and professional growth by offering challenging and relevant courses through the general education program, specialized and career-oriented majors and minors, and collaborative programs with other colleges.* There are substantive and meaningful differences between the thirteen academic departments that comprise the College of Letters and Sciences. This unique characteristic supports a vibrant scholarly and educational community. The quality of this diverse scholarly community cannot be evaluated using a one-size-fits-all set of measures.

The "process of achieving professional recognition" and a "record of effectiveness," for instance, may be demonstrated in quite different ways in the humanities, social sciences, mathematics and physical sciences. In the physical sciences and many social science fields, co-authored publications are quite common. There is great variation, however, in the significance that each field places on the order of authorship. In the humanities, on the other hand, co-authored publications are not common. In the field of psychology, a peer reviewed research article in a respected journal is typically valued more highly as a measure of scholarship than is a peer-reviewed book. In contrast, in the field of history, a peer-reviewed book (monograph) is a substantially more significant scholarly achievement than is a peer-reviewed article. These examples suggest only the "tip of the iceberg."

The CSC recognizes and respects the enormous differences that exist not only in the product of scholarly dissemination, but also in the process of research and creativity in the thirteen constituent departments. In the field of biology, research may entail outfitting a lab or establishing a cooperative agreement to conduct experiments at a lab managed by another institution. In the field of history, research may entail travel to multiple archives. For these reasons, faculty who are the most knowledgeable about their own discipline are best able to put meaning into the language of the College/University standards.

At the same time, the CSC is committed to standards and a promotion/tenure process that is equitable and consistent for faculty across all departments. In order to balance the real differences between disciplines with the requirement for equity and consistency, the CSC is implementing *Guidelines* to support the drafting of standards by all L & S departments. The *CSC Guidelines* provide a framework to guide the development of departmental standards that will reflect teaching, research and service standards in the field, and, at the same time, ensure consistent promotion/tenure standards throughout the College of Letters and Sciences.

STANDARDS FOR PROMOTION TO ASSOCIATE PROFESSOR WITH TENURE; AND FOR PROMOTION TO ASSOCIATE PROFESSOR FOR ONE WHO ALREADY HAS TENURE

Teaching

The candidate must achieve a record of effectiveness in teaching, advising and other teaching-related responsibilities. In the College of Letters and Sciences, this criterion is met as defined by the individually-approved departmental standards with oversight from the Constituency Standards Committee.

Job Performance in Non-Teaching Assignments

The candidate must achieve a record of effectiveness in professional effort and responsibility in the non-teaching assignment (such as department chair, program coordinator, librarian, or faculty position in Technology and Information Resources), and must demonstrate skills and knowledge relevant to the job. In the College of Letters and Sciences, this criterion is met as defined by the individually-approved departmental standards with oversight from the Constituency Standards Committee.

Research and Creative Activity

The candidate must achieve a record of professional research, or its creative equivalent, and other professional activity. This record should include evidence that the faculty member is in the process of achieving professional recognition in the individual's discipline through: scholarly publications; professional papers, presentations, exhibitions or performances; artistic achievement; or other scholarly and creative activities. In the College of Letters and Sciences, this criterion is met as defined by the individually-approved departmental standards with oversight from the Constituency Standards Committee.

Professional and Public Service

The candidate must achieve a record of service to the profession, to the university community, and to the public through various activities that take place outside the classroom. The candidate must show a potential to assume a contributing role within the faculty as one moves toward the rank of professor. In the College of Letters and Sciences, this criterion is met as defined by the individually-approved departmental standards with oversight from the Constituency Standards Committee.

STANDARDS FOR AWARDING TENURE TO ONE WHO ALREADY HAS THE RANK OF ASSOCIATE PROFESSOR

Teaching

While at the University of Wisconsin-Whitewater, the candidate must achieve a record of effectiveness in teaching, advising and other teaching-related responsibilities. In the College of Letters and Sciences, this criterion is met as defined by the individually-approved departmental standards with oversight from the Constituency Standards Committee.

Job Performance in Non-Teaching Assignments

While at the University of Wisconsin-Whitewater, the candidate must achieve a record of effectiveness in professional effort and responsibility in the non-teaching assignment (such as department chair, program coordinator, librarian, or faculty position in Technology and Information Resources), and must demonstrate skills and knowledge relevant to the job. In the College of Letters and Sciences, this criterion is met as defined by the individually-approved departmental standards with oversight from the Constituency Standards Committee.

Research and Creative Activity

In the six-year period prior to applying for tenure, the candidate must achieve a record of professional research, or its creative equivalent, and other professional activity. This record should include evidence that the faculty member is in the process of achieving professional recognition in the individual's discipline through: scholarly publications; professional papers, presentations, exhibitions or performances; artistic achievement; or other scholarly and creative activities. In the College of Letters and Sciences, this criterion is met as defined by the individually-approved departmental standards with oversight from the Constituency Standards Committee.

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STANDARDS FOR PROMOTION TO PROFESSOR

The candidate must provide evidence of an outstanding reputation in at least one of the following: teaching/job performance in non-teaching assignments, research and creative activity, or professional and public service.

Teaching

The candidate must achieve a sustained record of effectiveness in teaching, advising, curriculum development and other teaching-related responsibilities. The candidate must achieve a record of innovation in at least one of these teaching areas. In the College of Letters and Sciences, this criterion is met as defined by the individually-approved departmental standards with oversight from the Constituency Standards Committee.

Job Performance in Non-Teaching Assignments

The candidate must achieve: a sustained record of effectiveness in professional effort and responsibility in the non-teaching assignment (such as department chair, program coordinator, librarian, or faculty position in Technology and Information Resources), and a sustained record of demonstrated skills and knowledge relevant to the job. In the College of Letters and Sciences, this criterion is met as defined by the individually-approved departmental standards with oversight from the Constituency Standards Committee.

Research and Creative Activity

The candidate must achieve a record of professional research, or its creative equivalent and other professional activity. This record should include evidence that the faculty member has achieved significant professional recognition in the individual's discipline through: scholarly publications; professional papers, presentations, exhibitions or performances; artistic achievement; or other scholarly and creative activities. In the College of Letters and Sciences, this criterion is met as defined by the individually-approved departmental standards with oversight from the Constituency Standards Committee.

Professional and Public Service

The candidate must achieve a demonstrated record of service to the profession, to the university community, and to the public through various activities that take place outside the classroom. The candidate must show leadership in at least one of these service areas. In the College of Letters and Sciences, this criterion is met as defined by the individually-approved departmental standards with oversight from the Constituency Standards Committee.

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