

Approved by CLAS
13 May 2004

Department of Anthropology

Departmental Standards for Tenured Faculty Review

Tenured faculty members in the Department of Anthropology are expected throughout their careers to teach, mentor, and advise undergraduate and graduate students; to produce and disseminate scholarship; and to contribute service to the Department, the College, the University, and the profession. This document is designed to describe our departmental standards in each of these areas in order to serve as a guide for deliberations of yearly merit salary increases and five-year post-tenure reviews.

I. Teaching

Tenured faculty members at the rank of Associate and Full Professor are expected to stay current in the subjects on which they teach, including recent developments in theory and research, and to update their courses on a regular basis.

Faculty members are expected to design and offer new courses as needed by the Department and the College and as warranted by their own scholarly development.

Faculty members are expected to teach courses of an appropriate size, generally alternating smaller and larger courses as needed by the Department and the College, consistent with the nature of the subjects taught, and in accordance with fair practices in the Department and the College.

Faculty members are expected to conduct written course evaluations of classroom teaching on a regular basis in accordance with Departmental and College practices. These must be made available for promotion and post-tenure reviews.

Faculty members are expected to advise undergraduates when assigned to do so by their DEO. A normal advising load is 20-25 students. They are also expected to demonstrate continued successful direction of doctoral and/or master's candidates.

II. Scholarship

Tenured faculty members at the rank of Associate and Full Professor are expected to be productive scholars carrying out research, publishing their results, and achieving increasing distinction within their specializations.

In sub-fields of our discipline in which books are considered important indications of scholarly productivity (generally, cultural and linguistic anthropology more than archaeology and biological anthropology), a sustained record of publishing books and pursuing on-going book projects is expected along with publication of peer-reviewed journal articles and book chapters. For all sub-fields of the discipline, regular publication in peer-reviewed journals is essential.

Edited books and journals, book chapters, and book reviews may supplement publication of peer-reviewed journal articles and books. Single-authored publications are more highly regarded than joint-authored publications, though differences among the sub-fields are respected and scholarly collaboration with others is to be encouraged as consistent with particular areas of research and writing.

Given the long periods of research often required in our discipline and the lengthy process of book completion, we recognize work in progress as significant and essential to building knowledge in our field. We also recognize the time-consuming effort that is frequently necessary to write grant proposals to fund research and writing. We encourage faculty members' efforts to attract external funding for research, particularly when such funding may also support the work of graduate students.

Once research and writing is undertaken, it is considered essential to participate in the dissemination of scholarship within our scholarly communities through the presentation of papers in our associations and organization of peer-reviewed conference sessions at the national, and often international, level. Invitations to participate in such conferences as well as to present lectures at universities is expected as evidence of scholarly recognition.

III. Service

Like all faculty members, tenured faculty members are expected to provide service to the department. It is expected, moreover, that tenured faculty will carry significantly more responsibility than untenured faculty in the department. That is, they will be asked to serve on more Department committees, and to provide more leadership in the Department. While the position of DEO will generally rotate among full professors, both associate and full professors will be called upon to serve as DGS and DUS, and to chair committees in the Department.

In addition to Departmental committees, tenured faculty are expected to serve on collegiate and University committees. They are also expected to perform consultative and governing functions on campus and to participate in decision-making at various levels.

Among the professional service activities that tenured faculty will participate in are to hold offices in professional organizations, to organize sessions in conferences, to serve on editorial boards, and in general to assume responsibilities commensurate with their senior status in the profession. They are expected to serve as reviewers for journals, presses, granting foundations, and for promotional or departmental reviews outside of the University. Such activity is recognized as a marker of scholarly visibility and distinction.

Submitted to CLAS on 3/29/04.