

Department of Gender, Women's and Sexuality Studies  
Departmental Standards for Tenured Faculty Review  
APPROVED by CLAS: December 19, 2011

Throughout their careers, faculty members in the Department of Gender, Women's and Sexuality Studies are expected to teach, advise and mentor students at the undergraduate and graduate levels, to produce and widely circulate scholarly/creative work and to contribute service to the Department, the College, the University and the profession. This document outlines departmental standards and expectations in these areas, as these are applied to tenured faculty members during deliberations on annual merit salary increase and five-year post-tenure reviews.

- I. **Teaching:** The departmental expectations in this area are the same for Associate and Full Professors. They include the following:
  - a) Faculty members are expected to regularly update existing courses and/or develop new courses by maintaining active familiarity with current scholarship and methodologies in their fields.
  - b) Faculty members are expected to teach core courses or distribution requirements as needed.
  - c) Faculty members are expected to teach classes that are appropriately sized, consistent with the nature and level of difficulty of the subjects offered and the available classroom and teaching facilities.
  - d) Faculty members must conduct course evaluations in all organized courses in accordance with current departmental and College policy and must keep them on file as evidence of teaching effectiveness in all faculty reviews. On average student evaluations should reflect a positive assessment of the instructors' communication and organizational skills and of their effective delivery of course content.
  - e) Faculty members are expected to advise undergraduates when asked to do so by the students themselves, by the Director of Undergraduate Studies, or by the DEO. Faculty members are also expected to mentor graduate students working in their areas of scholarly emphasis.
- II. **Scholarship.** The Departmental expectations in this area are the same for Associate and Full Professors. They include the following:
  - a) Faculty members are expected to demonstrate productive scholarship and increasing visibility in ways consistent with their specializations. Where

books are considered important indications of scholarly productivity, a sustained record of publishing books and pursuing on-going book projects is essential. This may also be supplemented by articles and book reviews. Where articles rather than books are the major medium of publication, a sustained record of peer-reviewed articles is crucial. In disciplines where creative scholarship is considered important there must be indications of sustained productivity in the form of juried exhibitions, invited readings/lectures, community based works, screenings, performances, critical scholarship, reviews in print, and/or public engagement.

- b) Faculty members must demonstrate a sustained effort to circulate their scholarship either in their professional communities or through public engagement. Professional commitment may be demonstrated by participating in peer-reviewed conferences, organizing panels in peer-reviewed conferences, or organizing conferences and workshops. Evidence of recognized scholarship such as invited speeches in conferences and workshops is also important. Faculty members may also be recognized for public engagement that encompasses different forms of making knowledge “about, for, and with” diverse publics and communities. Publically engaged creative scholarship often involves complex projects carried out by teams of experts from both the campus and the community. Such projects may result in peer-reviewed articles in scholarly journals, public performances, exhibitions, screenings, readings, community based public dialogs, and new or revitalized teaching approaches, but may also yield outcomes as varied as policy recommendations for local governments,

III. **Service** for post-tenure faculty members includes:

- a) Faculty members are expected to participate in the departmental governance of Gender, Women’s and Sexuality Studies and to contribute to the development and maintenance of academic programs in the Department of Gender, Women’s and Sexuality Studies.
- b) Faculty members are expected to serve on University, collegiate and departmental committees by assisting the administration with various functions and tasks. They should also be willing to assume leadership positions in those committees, particularly at the Departmental level.
- c) Faculty members are expected to perform consultative and governing functions on campus by participating in decision-making at various levels.
- d) Faculty members are expected to hold offices in professional organizations and to help organize conferences, as described in II B above.

- e) Faculty members are expected to serve as reviewers for journals, presses, foundations, and creative exhibitions and performances within and beyond the academic community and for promotional or departmental reviews outside of the University.
- f) Faculty are encouraged to contribute to the larger publics of the state of Iowa and broader national and international communities through their publically engaged scholarship, as described in II B above.