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Department of Political Science
Lamar University

Promotion and Tenure Criteria

PROMOTION CRITERIA

General Criteria for All Positions

1. Ph.D. in Political Science, Public Policy, Public Administration, or a related field.
 - A. based on tradition that a university professor must be an expert in his/her field;
 - B. since the Ph.D. is a research degree, there is an assumption for future research in adding to human knowledge.

I. Promotion to Professor

Criteria: Achieving the minimum outlined below does not guarantee promotion. Quality of work product is considered. Accomplishments since the last promotion are considered for promotion to Professor.

- A. Superior teaching effectiveness – A Professor must have excellent rapport with students and must be able to communicate his/her expert knowledge to students. This can be demonstrated by the **following (in order of importance)**:
 - i. by student evaluations and peer evaluations – **the candidate for promotion should show that they have considered their evaluations and used them to effectively improve their courses**
 - ii. new course and curriculum development
 - iii. maintaining a grade distribution and drop rate that does not radically depart from departmental undergraduate or graduate standards

- iv. extra assignments, such as direction of theses, internships, honors program, and readings courses
 - v. effective participation in mentoring
 - vi. receipt of awards, honors, scholarships, fellowships associated with teaching excellence
- B. Recognized scholarly production, research, or professional achievement - For promotion to Professor, a faculty applicant must maintain an active research program and be recognized as a reliable expert in his/her field by his/her colleagues and peers within the discipline and research community. Below is a ranking of scholarly activity based on how each example of research is valued by the department. The candidate's record would be evaluated based on both quantity and quality of research. No one type of research product is necessary for promotion, but candidates should aim to publish at least one solo-authored monograph or four refereed journal articles **Candidates for Professor must have either solo authored publications or be the lead author on multiple publications.**
- i. Acceptable Refereed Publications and Scholarly Activity:
 - a. A solo-authored refereed monograph that is published or forthcoming (excluding self-published books) in the discipline, a cognate discipline, or an interdisciplinary work published by a reputable press
 - b. A co-authored refereed monograph that is published or forthcoming (excluding self-published books) in the discipline, a cognate discipline, or an interdisciplinary work published by a reputable press
 - c. Published article(s) in refereed journals appropriate to the discipline, a cognate discipline, or an interdisciplinary work that requires significant expertise within the discipline
 - d. Refereed book chapter(s) appropriate to the discipline, a cognate discipline, or an interdisciplinary work that requires significant expertise within the discipline published by a reputable press
 - e. Securing an external research grant as P.I. or co-P.I.
 - f. Editor or coeditor of a refereed book appropriate to the discipline, a cognate discipline, or an interdisciplinary work that requires significant expertise within the discipline published by a reputable press. (Weighted as two)
 - g. Invited book chapter
 - h. Textbook appropriate to the discipline, a cognate discipline, or an interdisciplinary work that requires significant expertise within the discipline published by a reputable press (Weighted as two)

- i. Textbook chapter appropriate to the discipline, a cognate discipline, or an interdisciplinary work that requires significant expertise within the discipline published by a reputable press”
- j. Participating on an external grant team
- k. Securing an internal grant
- l. White Paper report resulting from community-oriented research
- m. Book review for refereed international, national, or regional journal appropriate to the discipline, a cognate discipline, or an interdisciplinary work that requires significant expertise within the discipline
- n. Invited talk in area of expertise

C. Substantial contribution of service and leadership to college or university affairs

- i. assumes that a candidate for promotion to Professor must provide *leadership* for his/her department, college, the university, and his/her profession.
- ii. assumes a necessity for participating in discussions and decisions which affect the profession.
- iii. is recognized in the following order of importance:
 - a. Service to college and university via special assignments (i.e. major ad hoc committees)
 - b. Service in leadership roles on university and professional bodies
 - c. Service on college and university committees and councils, with emphasis on leadership roles and/or documented, effective contributions.
 - d. Strong, documented contribution to department goals
 - e. Community service based upon professional expertise, such as, but not limited to: providing discipline-specific service to public schools and organizations such as judging academic competitions or doing workshops and presentations for classes or school groups; presentations and speeches to civic groups and organizations such as Life-Long Learning; authoring discipline-specific materials for newspapers and other popular press outlets; giving discipline-specific interviews to the media; maintain membership on community boards, committees, and organizations requiring professional knowledge
 - f. Effective participation in retention and recruitment activities
 - g. Evidence of high quality of academic advising
 - h. Sponsorship of student organizations, with emphasis on academic groups
 - i. Engaging in faculty mentoring
 - j. Awards and recognition for community service

II. Promotion to Associate Professor with Tenure

1. Criteria: Achieving the minimum outlined below does not guarantee promotion. Quality of work product is considered.
 - A. Teaching effectiveness - A tenured Associate Professor must have excellent rapport with students and must be able to communicate his/her expert knowledge to students. This can be demonstrated by the following **(in order of importance)**:
 - i. by student evaluations and peer evaluations – **the candidate for promotion should show that they have considered their evaluations and used them to effectively improve their courses**
 - ii. new course and curriculum development
 - iii. maintaining a grade distribution and drop rate that does not radically depart from departmental undergraduate or graduate standards
 - iv. extra assignments, such as direction of theses, internships, honors program, and readings courses
 - v. effective participation in mentoring
 - vi. receipt of awards, honors, scholarships, fellowships associated with teaching excellence
 - B. Recognized scholarly production, research, or professional achievement. For promotion to Associate Professor with tenure, an applicant must have established a research record and evidence of an ongoing research program suitable to the rank. Below is a ranking of scholarly activity based on how each example of research is valued by the department. The candidate's record would be evaluated based on both quantity and quality of research. No one type of research product is necessary for promotion, but candidates should aim to publish at least one solo-authored monograph or four refereed journal articles since appointment to the rank of tenure-track Assistant Professor would be an ideal candidate.
 - i. Acceptable Refereed Publications and Scholarly Activity:
 - a. A solo-authored refereed monograph that is published or forthcoming (excluding self-published books) in the discipline, a cognate discipline, or an interdisciplinary work published by a reputable press
 - b. A co-authored refereed monograph that is published or forthcoming (excluding self-published books) in the discipline, a cognate discipline, or an interdisciplinary work published by a reputable press

- c. Published article(s) in refereed journals appropriate to the discipline, a cognate discipline, or an interdisciplinary work that requires significant expertise within the discipline
- d. Refereed book chapter(s) appropriate to the discipline, a cognate discipline, or an interdisciplinary work that requires significant expertise within the discipline published by a reputable press
- e. Securing an external research grant as P.I. or co-P.I.
- f. Editor or coeditor of a refereed book appropriate to the discipline, a cognate discipline, or an interdisciplinary work that requires significant expertise within the discipline published by a reputable press (Weighted as two)
- g. Invited book chapter
- h. Textbook appropriate to the discipline, a cognate discipline, or an interdisciplinary work that requires significant expertise within the discipline published by a reputable press (Weighted as two)
- i. Textbook chapter appropriate to the discipline, a cognate discipline, or an interdisciplinary work that requires significant expertise within the discipline published by a reputable press
- j. Participating on an external grant team
- k. Securing an internal grant
- l. White Paper report resulting from community-oriented research
- m. Book review for refereed international, national, or regional journal appropriate to the discipline, a cognate discipline, or an interdisciplinary work that requires significant expertise within the discipline
- n. Invited talk in area of expertise

C. Contribution of service to college or university affairs. Although leadership is a highly valued part of service, the department does not expect tenure-track faculty to take on leadership roles. Active participation is the important criteria for tenure-track faculty. **Candidates for promotion to Associate Professor with tenure are encouraged to focus on items d through k, with leadership being the expectation for promotion to Professor.** Service:

- i. assumes that an Associate Professor must participate in service for his/her department, college, the university, and his/her profession
- ii. assumes a necessity for participating in discussions and decisions which affect the profession
- iii. recognized in the following order of importance:
 - a. Service to college and university via special assignments (i.e. major ad hoc committees)

- b. Service in leadership roles on university and professional bodies
- c. Recognition by peers for leadership ability
- d. Service on college or university committees and councils, and/or documented, effective contributions.
- e. Strong, documented contribution to department goals
- f. Community service based upon professional expertise, such as, but not limited to: providing discipline-specific service to public schools and organizations, such as judging academic competitions or doing workshops and presentations for classes or school groups; presentations and speeches to civic groups and organizations, such as Life-Long Learning; authoring discipline-specific materials for newspapers and other popular press outlets; giving discipline-specific interviews to the media; membership on community boards, committees, and organizations requiring professional knowledge, such as local historical associations or government planning units
- g. Effective participation in retention and recruitment activities
- h. Evidence of high quality of academic advising
- i. Sponsorship of student organizations, with emphasis on academic groups
- j. Engaging in faculty mentoring
- k. Awards and recognition for community service