

Department Standards and Expectations for Promotion and Tenure

A statement adopted by the faculty of the
Department of Linguistics
October 8, 2012

This statement is intended as a supplement to the criteria in the *Faculty Handbook* and provides a general overview of community standards in the areas represented in the Department of Linguistics: the various sub-fields of linguistics as well as Diné and signed languages.

TEACHING

The Department of Linguistics intends that teaching responsibilities consist of a strong service component as well as more specialized course work at the advanced undergraduate and graduate level. All tenured and tenure-track faculty are expected to contribute, where possible, to both responsibilities. Each professor is expected to be willing and able to teach several of the introductory undergraduate courses. Since most of these courses have specific prerequisites and are, in turn, prerequisites for other courses, each professor is expected to cover the material generally accepted by the department faculty as appropriate for that course. Course syllabi for all courses are to be included in faculty files.

Evaluation of teaching by students utilizing the IDEA forms is standard procedure. There is considerable variation in the standards for IDEA ratings of both instructor and course depending on the type of course and the number of students. IDEA ratings will be interpreted in comparison to comparable courses, to the extent that they exist. All parts of the IDEA forms, including written comments, are considered in assessing teaching effectiveness and standards.

In addition to IDEA, peer evaluation of teaching by faculty colleagues is expected to be a part of the tenure or promotion file. Moreover, a special survey of advanced students from current and past semesters is undertaken to attempt to assess the quality of the instructor's contribution from a more distant and more broadly and explicitly comparative perspective.

All faculty are expected to participate in mentoring graduate students. Chairing master's theses and doctoral dissertations, as well as serving as a member of thesis and dissertation committees, is considered positively in the assessment of teaching. However, it is uncommon for junior faculty to chair master's theses or doctoral dissertations.

An individual's teaching load, with respect to number of courses and number of preparations, will be considered in evaluation of the overall teaching and research record.

RESEARCH

Research in the department is carried out over a broad range of topics, from purely applied to highly theoretical areas. This research is disseminated through publication as books and as articles in professional journals and anthologies and through presentations at regional, national, and international professional conferences.

The publication of a book is more common in theoretical than experimental areas. Standard linguistics journals and most conference proceedings and anthology publications are refereed. Linguistics journals are usually sub-field specific and vary in scholarly ambition and reputation. Candidates for tenure or promotion are encouraged to have their work appear in a variety of outlets, some general and some specialized. They are also encouraged to submit their work to well-established journals with high standards that have national or international readership. Collaborative work is common in linguistics and is a valued part of the research record. In joint publications it is always understood that each author has contributed significantly to the work; the order of listing of authors is usually an indication of relative contributions (though equal contributions are typically alphabetical). Since many respected publications have delays of up to two years, accepted manuscripts carry the same weight as published works.

Presentation of papers at national and international conferences is encouraged and considered positively in the research record.

Funding for research is difficult to obtain. Obtaining a substantial research grant is generally taken as an indication of a strong research program.

The standards for funding, presentation, and publication vary by sub-field. It is normal for a productive professor with a strong research program to produce one to three publications per year. Evaluation of the significance of a candidate's research relies on the expertise of the department faculty and especially on the letters of specialists in the field from outside this university.

SERVICE

Each member of the faculty is expected to contribute to the smooth functioning of the department through service on its committees and contribution to its academic activities. Each faculty member is expected to serve on at least one department committee annually. It is also expected that faculty will serve on college and university committees and on interdisciplinary committees such as the educational linguistics concentration faculty. A faculty member should also contribute service to the profession by refereeing papers and proposals, organizing meetings, and serving professional societies in an official capacity. Although community service is not expected of all faculty, some faculty perform important language-related community service and this service is regarded as a contribution to the Department's missions and goals.