

To: College of Arts and Sciences
From: Richard Hayes, Chair, Department of Philosophy
Subject: Philosophy department's tenure and promotion process
Date: November 19, 2012

The current practice of the department, which has been in place for at least eleven years, is to send a newly hired faculty member our collective expectations for tenure and promotion. This document has been revised only slightly this past summer; a copy of the most recently revised document appears below. When a new faculty member arrives, the chair in consultation with the newly hired faculty member, appoints a mentoring committee of two or three people. The task of this committee is to be available always for questions the new faculty member may have, to meet at least once a semester with the new colleague to discuss progress towards promotion, to observe the new colleague's teaching once a semester and to offer whatever advice is deemed necessary. If the committee has concerns about the new colleague, they are brought to the attention of the chair. The procedure is simple and has proven effective.

Department of Philosophy
Statement of Criteria for Tenure and Promotion

November 2, 2001, updated August 23, 2012

I. Section 1.2 (a) of the Revised Faculty Handbook (<http://handbook.unm.edu/newhb.html>) mandates that faculty performance be evaluated under the categories of teaching, scholarly work, service, and personal characteristics. The Philosophy Dept. uses all these categories in judging candidates for tenure and promotion.

II. Section 1.2 (b) of the Revised Faculty Handbook states: "Excellence in either teaching or scholarly work constitutes the chief basis for tenure and promotion." The Philosophy Dept. requires strong performance in both of these areas.

III. Tenure and Promotion to Associate Professor

Scholarly work: For promotion from the rank of Assistant Professor to Associate Professor with tenure, the Philosophy Department. requires that the candidate have either several substantial articles published in good-quality, refereed journals or anthologies, or a monograph published with a good-quality press. These materials may be related to the candidate's doctoral dissertation.

Teaching: Candidates for promotion to Associate Professor with tenure should demonstrate effective teaching in the areas defined by Section 1.2.1(b) of the Revised Faculty Handbook. Performance in these areas will be judged through student evaluations and by peer evaluations based on class visitation and the examination of syllabi and other course-related materials.

Service: It is expected that all successful candidates for tenure and promotion to Associate Professor will present a record of conscientious service on departmental and university committees. The department will also consider service to the profession and to the community.

Personal Characteristics: The department follows Section 1.2.4 of the Revised Faculty Handbook.

IV. Promotion to Professor

Scholarly Work: Two completed major research projects, one of which will normally have been completed before promotion to the rank of Associate Professor with tenure, will normally be required for promotion to the rank of Professor. These research projects may be related in terms of themes and questions addressed, but must be two distinct projects. Qualitative evaluation of the candidate's scholarship is the primary consideration in the decision to promote. Major projects are those which make a significant scholarly contribution to the field.

1. Evidence of the completion of these research projects will be provided by published monographs or articles. Monographs must be published by good-quality presses; articles must be in good-quality peer-reviewed journals or anthologies.

2. Other kinds of evidence which can be used as further support for the candidate's case are book reviews, conference presentations, publications in non-scholarly venues, manuscript reviews for scholarly journals and presses, textbooks, edited works, encyclopedia articles, and translations. These will normally be considered inadequate for promotion without the contributions noted in the preceding paragraph.

Some candidates for promotion to Professor may not meet the preceding criteria, in that their research product consists of a set of articles on different and unrelated topics rather than a set of articles or a book constituting a single major research project. Provided the candidate's articles are of good quality, such a candidate may be promoted to Professor.

Teaching, Service, and Personal Characteristics will be evaluated, in the case of a candidate for promotion to Professor, in much the same manner as in the case of a candidate for promotion to Associate Professor with tenure. It is expected that the successful candidate for promotion to Professor will display desirable traits in these areas to a high degree.