

DEPARTMENT OF ENGLISH
POLICY ON PROMOTION AND TENURE

Reviewed and Revised 04/15/2016

- Judging student writing for department, university, and/or community contests
- Serving on university committees
- Giving talks, lectures, or workshops in the university and/or community
- Serving on editorial boards or committees of professional organizations
- Reviewing manuscripts and articles for journals or commercial presses
- Assisting with recruitment and retention efforts

Promotion to Professor

The Department's recommendation that a faculty member be promoted to the rank of Professor constitutes recognition of the faculty member's importance not just to the department, but also to the profession. It indicates that the faculty member is recognized for significant achievement both inside and outside the university, including by professors, scholars, editors, and/or other experts in the field. Expectations of achievement include those enumerated for promotion to associate, but such publications and other scholarly and creative accomplishments must have grown substantially, both in number and in significance to the profession. Continued publication is expected: at a minimum, the candidate for promotion to full professor should have an additional publication record since promotion to associate. The candidate should have cumulatively published at least three or more substantial, peer-reviewed articles in journals or edited collections significant in the candidate's area of research (including electronic journals) and one single-authored book-length monograph – before or after tenure – for promotion to full professor. To be recommended for the rank of Professor, the faculty member must have achieved demonstrable distinction in relation to others in the same academic or creative field. At the same time, the faculty member should have continued to develop and deepen her/his skills as a master teacher and as a vital part of the department's esprit de corps, maintaining a vital balance among the three areas of teaching, research, and service.

Tenure

Recommendation for the awarding of tenure is an affirmation by the department of the faculty member's continuing place in the department's vision of its long-term goals. Normally, this means achievement in the three areas of teaching, research, and service commensurate with or exceeding requirements for promotion from assistant to associate professor. Meeting the expectations of promotion in academic rank does not necessarily imply the awarding of academic tenure. An award of tenure requires excellence in performance and the promise of continued excellence in teaching, research, and service. While the professional excellence required for the granting of tenure is reflected in the faculty member's teaching, research, and service, it is also reflected in a pattern of good working relationships with colleagues. Fostering good will and generally contributing to the pursuit of common goals, collegiality is an important part of department and university citizenship.

Timetable for Departmental Promotion Procedures*

*Subject to Dean's calendar in accordance with University calendar:
<https://www.usm.edu/provost/provosts-calendar>