

## **Department of Politics & Public Administration Retention-Promotion-Tenure (RPT) Elaborations**

### TEACHING:

Teaching effectiveness is the primary criterion for retention, promotion, and tenure.

As a general principle, satisfactory performance in teaching is required for retention, promotion, and tenure in the Department. The Department recognizes that members vary in their approach to, and commitment to, teaching as a profession. The Department feels that the following kinds of activities are appropriate in evaluating each person's continuing development as a teacher.

- ∞ Performance of traditional classroom responsibilities
- ∞ Innovations and experiments with different teaching techniques
- ∞ Interdisciplinary or team teaching
- ∞ Participation in special or unique programs for the advancement of teaching and learning
- ∞ Graduate teaching and advising
- ∞ Preparation and presentation of materials in the field of education.
- ∞ Number and diversity of preparations an individual has and the new courses he or she has developed.

### Method of Evaluation:

1. The Department recognizes that student evaluations of teaching, using the University's survey evaluation instrument and protocol, are a necessary and legitimate input for RPT recommendations.
2. A Department member may supplement the University survey instrument with alternative additional evaluation methods, including peer observation and "open-ended" student comments, or an alternative evaluation survey instrument.
3. Any alternative survey evaluation instrument must be approved in advance by the Department.
4. No faculty member shall be penalized for the preference of one pedagogical technique over others

### INSTITUTIONAL SERVICE:

The Department expects every member of the faculty to participate in the life and governance of the Department and University. One is obliged, therefore, to serve on faculty committees and in such other capacities as benefit the Department and University. Service of this sort shall be considered a minimum condition for the awarding of tenure and for promotion, both to associate professor and to full professor.

The Department expects that each member participate regularly in such activities and roles as:

Speaker of the Faculty  
Elected Committees

Department Chair  
Program Director

## Standing Committees

State-wide Committees or Responsibilities

Faculty Senate

A candidate for promotion to full professor is normally expected to accumulate five years, and a candidate for associate professor three years, of service activity in such assignments. The Department will also recognize equivalent levels of activity and service to one's profession and community.

### Research, Scholarship, and Creative Activity:

The Department affirms that professional productivity and involvement in professional activities are essential elements in the career of faculty member in political science and public administration. Productivity is evidence of continuous scholarly activity and intellectual growth. Involvement in professional activities enables one, among other things, to keep abreast of current developments in one's field and interact with those from other institutions who share an interest in one's particular area(s) of the discipline.

Our expectation is that members of the Department will fulfill the requirements regarding professional productivity in a variety of ways. Professional activities include, among other things, the publication of articles and the delivery of professional papers.

An assistant professor will normally be expected to produce at least two peer-reviewed ("refereed") publications (such as journal articles), and engage in at least three other significant professional activities (such as authoring a conference paper) during one's probationary period before being recommended by the Department for tenure and promotion to a higher rank. Associate professors will be expected to produce in rank two peer-reviewed ("refereed") publications. All research, scholarship, and creative activities will be considered and weighed appropriately. Full professors will be expected to continue their research, scholarship, and creative activity.

A publication must be accepted before being credited and should be reviewed by referees or editors as a precondition to publication. Papers must be delivered at recognized professional conferences or conventions with status equivalent to or higher than that of the regional political science meetings. Other professional activities include chairing a panel or serving as a discussant at a professional convention; publishing a solicited essay, book review, or other similar work.