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APPENDIX I:

DEPARTMENT STATEMENT ON TENURE AND PROMOTION

1. GENERAL STATEMENT:

As the Department of European and Classical Languages and Cultures at Texas A&M expands and progresses toward achieving excellence in education, research, and service, it becomes necessary to clarify the standards by which tenure-track faculty members are judged during their probationary period. This statement is intended to indicate as clearly as possible the objectives to be met for tenure and promotion to Associate Professor by the time of the final review. It also states criteria for promotion to Professor. These guidelines are primarily designed to ensure that at all times departmental procedures will be consistent, equitable, and fair. Further clarification may be found in the "Review, Tenure and Promotion Procedures" of the College of Liberal Arts, which supersedes departmental guidelines.

2. PROBATIONARY PERIOD:

Annual reviews are mandatory during the probationary period. A comprehensive review will be carried out at the midway point of the probationary period (usually during the third year of the initial appointment). It is important that tenure-track faculty members demonstrate high achievement in all areas under consideration and provide proof of continuing progress. It is the responsibility of the candidate to plan a program of academic development and a time-table for research, teaching and professional involvement. By the midterm review candidates must show a clear and substantial progress toward the requirements of tenure and promotion, and a discernible direction in their research.

3. STATEMENT OF CRITERIA FOR TENURE AND PROMOTION:

A. RESEARCH

Candidates must show through significant and substantial scholarly publications a record of achievement and excellence that is consonant with the aims of a major research university. The quality of these publications is more important than their quantity, and the candidate must demonstrate significant intellectual growth beyond the dissertation.

If a candidate draws up the dissertation for publications, such as a series of articles or a book, this work normally will be completed and submitted for publication by the time of the third-year review. If a candidate should present as the major work for the tenure and promotion file a book that was taken from the dissertation, the Tenure and Promotion Committee must firmly establish that the book is a substantially revised and expanded version of the dissertation and that it has gone significantly beyond the dissertation by including either new material or a new theoretical framework.

language. Scores on students' evaluations consistently above the departmental mean will be highly desirable. Evidence of high professional standards in teaching will be determined further through examination of tests and class assignments: their frequency, the material covered, the quality of the questions, use of the target language, grading policy, etc. Course syllabi and new course proposal also will be a good indication of candidates' dedication to teaching excellence. Teaching awards and grants for development of new courses and innovative approaches to teaching will carry substantial weight.

C. SERVICE:

Service is expected of all members of the Department as part of the normal duties and conditions of employment. A candidate for tenure and promotion must have taken an active part in the affairs of the Department, the University, and the scholarly community. Service should be consistent and effective. Service categories include committee work, academic advising, advising of student organizations, special academic or administrative assignments such as curriculum development and policy reports, offices held on professional societies, editorial work for refereed journals or scholarly publications, and organizing and chairing professional meetings and symposia.

4. EARLY PROMOTION AND TENURE:

Because the awarding of tenure is of such consequence to a department, early promotion and tenure will be granted only in unusually meritorious cases. Candidates to be considered early must have achieved exceptional performances in research, teaching, and service. They should offer a record of publications which is significantly better, both quantitatively and qualitatively, than that required in an ordinary tenure and promotion decision. Evidence in support of teaching should reveal a consistent commitment to excellence in the classroom. Candidates must have shown initiative and leadership in professional service, as well as academic integrity. Success in one area will not compensate for mediocrity or deficiencies in the others.

5. PROMOTION FROM ASSOCIATE PROFESSOR TO PROFESSOR:

The promotion for Associate Professor to Professor normally can be considered after at least four years of service and experience at the rank of Associate Professor. The promotion, however, is not a function of the number of years of service, but of clearly demonstrated achievement and distinction in all areas. Professors should be nationally and/or internationally visible, and recognized as leading scholars in one or more fields, not too narrowly defined, in which they have made an impact on the profession.

The research record for promotion to Professor must include a body of ongoing scholarly research beyond the review for tenure and promotion to Associate Professor. At a minimum, this record will normally include a book-length critical study or critical edition published by a university press or as a part of a recognized scholarly series issued by a