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SIGS Criteria for Post-Tenure Review

In accordance with University and Board of Governors regulations (Regulation 10.003), as well as state law, all tenured faculty members in the School of International Global Studies (SIGS) are subjected to post-tenure review every five years. The post-tenure review is an evaluation of the previous five years of employment. The review packet will be comprised of a narrative record of accomplishments over the previous five years prepared by the faculty member under review, the previous five years of annual evaluations, the faculty member's CV, and the faculty member's disciplinary record (if there is any).

SIGS guidelines for post-tenure review aim to ensure that the faculty member will be reviewed in relation to nationally recognized standards consistent with the disciplines encompassed within the School of Interdisciplinary Global Studies. These guidelines are based on SIGS' criteria for annual evaluation, adjusted to account for higher service expectations for regular tenured faculty and a five-year evaluation period. Barring exceptional circumstances, they should not yield scores that diverge significantly from the mean of the faculty member's last five annual evaluation scores as renormalized to the Board's 1-4 scale. Post-tenure review will reflect the annual Assigned Duties of the faculty member across the five-year period under review. Using the guidelines below, faculty will receive a score for their performance in teaching, research, and service. These scores will be weighted based on Assigned Duties percentages in teaching, research, and service and then averaged to arrive at an overall holistic rating

compliance with state law, Board of Governors' regulations, and university regulations and policies.

2. Meets expectations: expected level of accomplishment compared to faculty across the

Teaching activities include but are not limited to:

- teaching undergraduate and graduate courses
- developing new courses or substantially revising courses
- writing and evaluating student comprehensive examinations
- supervising independent studies or undergraduate student research projects
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Research

Research activities include but are not limited to:

- publishing scholarly books
- publishing articles in refereed professional journals
- publishing chapters in edited book collections
- publishing textbooks
- publishing scholarly encyclopedia entries
- publishing edited book collections
- engaging in the scholarly activity of editing professional journals
- writing and/or performing creative work that draws on research
- participating in applied or community-engaged research projects
- submitting internal and external grant proposals in support of research projects
- presenting research at conferences, symposia, colloquia, etc.

Guidelines for Expectations in Research:

SIGS considers “exceeds expectations” in research to consist of making a substantial contribution to the peer-reviewed scholarship in a faculty member’s area(s) of specialty. Faculty are not required to participate in all research activities identified above to exceed expectations. For the purposes of Post-Tenure Review, the quality and impact of scholarship should hold greater significance than quantitative output alone. Since faculty in SIGS span a variety of disciplines in both Humanities and Social Science fields, evaluations must also bear in mind the significant differences in research expectations across these different disciplines, especially as they account for variation in (among other things) the standard length of journal articles, norms around co-authorship, and requirements for substantial fieldwork, archival research, and/or theoretical development prior to even the earliest stages of writing. The following accomplishments will generally merit the specified evaluations for a standard research assignment of approximately 40%/year provided these factors are taken into account. For higher or lower research assignments, expectations will be proportionally higher or lower. Since junior faculty must be protected from onerous service obligations and many tenured faculty in SIGS serve in university administrative roles, the remaining tenured faculty bear a disproportionate burden of service obligations and, all else being equal, will accordingly have lower research assignments.

The criteria for this category are as follows:

1. Publication or full acceptance of publication of a scholarly book with a university press or academically-oriented commercial press relevant to the faculty member’s field
2. Publication or full acceptance of publication of an edited or co-edited book with a substantial scholarly contribution by the editor(s)
3. Publication of a revised edition of a book (with evidence of substantial revision)

4. Publication or full acceptance of publication of four to five peer-reviewed articles, book chapters, article-length review essays, or a combination thereof.
5. An equivalent combination of scholarly contributions from the following research activities:
 - receipt of a major research-focused award, grant, or fellowship that is nationally competitive
 - publication of a non-peer reviewed article or essay of substantial length
 - publication of a review essay
 - publication of a substantial encyclopedia entry
 - publication of a co-authored article or book chapter
 - receipt of an “accept with revisions” or a “revise and resubmit” review for an article or chapter manuscript from a peer-reviewed journal or an editor for a collection
 - significant progress on a book-length manuscript or edited collection, including but not limited to receipt of a book contract, the submission of a completed manuscript for review, the submission of a completed manuscript with recommended revisions, or the acceptance

- organizing conferences or workshops
- serving on scholarly awards committees
- reviewing grant proposals
- reviewing tenure and promotion applications for candidates at other universities
- reviewing academic programs at other universities
- holding office in a professional association

Public/Community Service (must draw on academic background)

- offering interviews with the media
- serving as an unpaid consultant for governments/organizations
- organizing community events or giving pub