Tenure and Promotion Requirements for the
Department of Philosophy and Humanities
East Tennessee State University

These Requirements Simply Serve as a Clarification and Elaboration of the General University Requirements

Introduction
In order to function well at a regional university, one’s primary commitment must be to teaching. Quality teaching will be a necessary criterion for tenure and promotion decisions in the Department of Philosophy and Humanities. However, as teaching and inquiry are inseparable in the field of philosophy, we expect all faculty members to be actively engaged and productive in research. Service to the department, college, university, profession, or community is also expected.

Teaching
Our aim as philosophy teachers is to foster in students the desire, knowledge, and skills needed for clear and careful thinking and dialogue. It is the responsibility of the instructor to cultivate an atmosphere conducive to this. Student and peer evaluation will be used as measures of teaching effectiveness. We believe that the following two points are evidence that instructors are making an effort to cultivate such an environment.

- Instructors should be refining and improving their courses.
- Genuine enthusiasm is contagious. Therefore, instructors should inspire students to take additional Philosophy or Humanities courses.

Research
All members of the department are expected to be actively engaged in a coherent program of research and/or creative activity. Creativity and original thinking cannot be forced. Therefore some years will be less productive than others. Submission of work for peer review and presentation at professional conferences is considered relevant as evidence of ongoing scholarly activity. We expect that a candidate for tenure and promotion to associate professor will have at least three quality publications (or the equivalent in creative activity), and that a candidate for promotion to professor will demonstrate the same level of achievement following promotion to the rank of associate professor. For promotion and tenure, the department requires external review of research by a minimum of two faculty (or persons of equivalent professional standing) in the candidate’s field.

Service
All the members of the department are expected to share in service responsibilities. These include but are not limited to: chairing or serving on departmental, college, or university committees, service to the profession, participating in departmental colloquia, serving as a faculty advisor for an academic program, serving as an advisor to a campus student organization, or contributing to the intellectual life of the campus or community.

Revised, May 2015