

Department-specific Criteria

Cross-Disciplinary Studies

2.3 - Tenure

Tenure

The criteria and statements in this document are intended to supplement and clarify the statements in Tennessee Board of Regents and East Tennessee State University policy regarding tenure, specifically for faculty in the Division of Cross-Disciplinary Studies. This document does not repeat the criteria and statements referenced in the ETSU *Faculty Handbook* and is to be considered an addition to them. If any contradiction is perceived, the ETSU *Faculty Handbook* takes precedence.

The criteria and statements below should be applied in light of the overall assignment of the candidate. For example, the Director of a program would be expected to have a greater allocation of time and energy to service (program management and development) than a faculty member without a substantial administrative assignment. To be recommended for tenure in the Division of Cross-Disciplinary Studies, the candidate should document an overall profile of clear competence in teaching, research, and service that can be reasonably thought to predict a high and sustained level of growth and accomplishment in all three areas and thus warrant the long-term institutional and collegial commitment that tenure represents. The successful candidate for tenure will be well beyond the beginner phase in all three areas and will have no major areas of concern or question about his/her competence and accomplishments.

2.3.8.1 - Teaching effectiveness

Teaching: In addition to criteria in the ETSU *Faculty Handbook*, the candidate for tenure in the Division of Cross-Disciplinary Studies is expected to present an array of data that demonstrate:

- Mastery of one or more clearly identified areas of teaching, appropriate for the degree program and/or courses. The teaching area(s) must include an interdisciplinary focus and an appropriate combination of traditional disciplines, recognized emerging disciplines or areas of interdisciplinary study, and/or fields related to liberal studies or related programs, for example, academic administration or pedagogy.
- Currency in the teaching field(s), including interdisciplinary linkages and developments or other appropriate fields.
- Currency and creativity in pedagogy, including current

instructional methods and appropriate uses of instructional technology.

- Commitment to self-assessment and improvement of instruction beyond the required Student Assessment of Instruction.
- Commitment to the program, including active involvement in course and curriculum development.

Faculty who teach in the Division of Cross-Disciplinary Studies are expected to teach at ETSU's extended campuses, online, or in off-campus cohort programs, when assigned.

2.3.8.2 - Evidence of effectiveness

Documentation of teaching effectiveness should include Student Assessment of Instruction, peer observations and evaluations of teaching, and several other substantial sources of evidence. The candidate is responsible for consulting with supervisors and collecting and analyzing such items as peer evaluations, evidence of course and curriculum development, self-assessment and improvement efforts, student performance data, awards and recognitions, and external evaluations of instruction.

2.3.8.3 - Academic assignments

2.3.8.4 - Professional service

Service: In addition to criteria in the ETSU *Faculty Handbook*, the candidate for tenure in the Division of Cross-Disciplinary Studies is expected to present an array of data that demonstrate:

- Involvement in national or regional professional organizations related to interdisciplinary studies, interdisciplinary studies programs, one or more areas of interdisciplinary research and theory, or other appropriate fields.
- Commitment to and active involvement in the Division of Cross-Disciplinary Studies program through student advising, recruitment and retention activities, service on graduate committees (chair and/or member), directing theses, projects, and independent studies, and program assessment and

evaluation.

- Appropriate involvement in departmental, college, and university service activities related to the candidate's professional interests or responsibilities as a member of the university community.
- Appropriate involvement in public service activities related to the candidate's professional expertise.
- Appropriate involvement within or outside the university to represent and support the Division of Cross-Disciplinary Studies and its programs.

Documentation should include the nature of the service activity, evidence of what was accomplished, the candidate's role in the accomplishment, and evaluation of the quality of the candidate's performance. The candidate is responsible for consulting with supervisors to plan service activities and to collect and analyze appropriate documentation.

Note: A candidate for tenure who is a beginning faculty member should present a carefully selected set of high quality service activities related to his/her expertise and should not be expected to have participated in a large number of service activities, particularly committees, to the detriment of teaching and scholarship.

2.3.8.5 - Research / other activities

Research/Scholarship: In addition to criteria in the ETSU *Faculty Handbook*, the candidate for tenure in the Division of Cross-Disciplinary Studies is expected to present an array of data that demonstrate:

- Productivity in more or more clearly identified and coherent areas of research or creative activity appropriate for the Division of Cross-Disciplinary Studies program. The area(s) of research or creative activity should include an interdisciplinary or other appropriate focus and incorporate appropriate areas and methods of inquiry from traditional disciplines, recognized emerging disciplines or areas of

interdisciplinary study, and/or fields related to liberal studies or related programs, for example, academic administration or pedagogy.

- An established program of research or creativity that shows strong potential for continuation and growth. For example, the candidate for tenure should document completed articles/papers or creative products, items accepted for publication, presentation, or exhibition, items under review, items in process, and items planned for the future.

Documentation should include the products of research/creative activity and evidence of their quality, including the nature of review and selection processes, significance of the scholarly or creative outlets and audiences, impact on the field of inquiry, results of external reviews, and evidence of peer recognition. Nontraditional forms of scholarly or creative productivity may be included with appropriate documentation of quality and impact. The candidate is responsible for consulting with supervisors and collecting and analyzing evidence of the quality of all scholarly/creative accomplishments.

2.3.8.6 - Other factors

General Criteria

If graduate-level teaching is or may be an expectation in the future, the candidate for tenure should have the following qualifications:

- Terminal degree in an appropriate discipline
- Eligibility for full membership in the graduate faculty on a continuing basis
- Appropriate involvement in scholarly or creative activity

In all cases, the candidate is expected to document and reviewers to evaluate both the nature and the quality of all activities and accomplishments.

2.3.9.1 - Staffing needs

