

## CRITERIA FOR PROMOTION TO ASSOCIATE PROFESSOR WITH TENURE

Department of Sociology, The University of Iowa  
(Revised and approved by the Department of Sociology and CLAS September 2000)

This statement does not supersede or change the criteria for promotion and tenure specified in the *University Operations Manual*.

The Department of Sociology considers three dimensions of faculty activity in reaching tenure decisions: research, teaching, and service. Each of these dimensions is evaluated independently. The department expects “satisfactory performance” on all three dimensions, and there is little or no tradeoff across the three dimensions (e.g., a high level of performance on the teaching or service dimensions cannot compensate for a research record that is not satisfactory). As suggested by the following, the department emphasizes research excellence.

- A) Teaching. Teaching is broadly defined to include more than course-related activities. There are three general criteria underlying judgments of satisfactory performance on the teaching dimension:
- 1) Effort and commitment to quality teaching. The organization content and presentation of material in courses should indicate that the teacher is providing a positive learning experience for students.
  - 2) The quality of student advising and the supervision of student work. The supervision criterion applies to teaching outside of courses and to any M.A. and Ph.D. theses the faculty person may have supervised.
  - 3) A positive response from students. The department has a standardized teaching evaluation form that faculty are expected to use, though it should be noted that the results are cautiously interpreted in the context of the nature of the course and the materials prepared for it. The quality of teaching is more important than how popular the faculty member is with students insofar as these can be separated.
- B) Research. There are three interrelated criteria that the Department of Sociology uses to assess satisfactory performance:
- 1) A consistent pattern of first-rate scholarship. Emphasis is placed on the quality rather than the quantity of publications. However, establishing a consistent pattern and satisfying the next two criteria suggests that more than a few publications are necessary for a tenure recommendation.
  - 2) Promise of national visibility. Candidates should show a potential for achieving considerable professional recognition outside of The University of Iowa. As examples, they should publish in top journals within their field, apply for outside funding, and develop a research program.

- 3) Probability of continued productivity. The person's performance pattern should clearly indicate a commitment to scholarship sufficient to sustain productivity into the distant future.

C) Departmental/University/Professional Service

- 1) Sufficient effort. The Department expects faculty members to accept responsibility, deal constructively with issues at hand, and work effectively with others.
- 2) Professional service includes, but is not limited to, performing editorial functions, participating in meetings, serving on committees and review panels, and providing professional service to the community.