

Department of Anthropology  
Promotion and Tenure Factors  
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In promotion and tenure considerations, the Department of Anthropology evaluates faculty members with reference to scholarship, teaching, and service. The very diverse nature of the discipline, however, makes individualization of evaluations mandatory. For all faculty, we consider scholarship—under which we include research, publication, and grantsmanship—and teaching to be the most significant factors, while viewing service as important and highly desirable

Items enumerated in the categories given below form a partial list of factors for tenure consideration. This list is not meant to be all-encompassing but does cover the general range of professional activities upon which tenure decisions are based.

Scholarship

1. Professional publications are of prime importance. Peer-reviewed publications that appear online are of equal value to work appearing only in print. The impact factor of these peer reviewed publications will be taken into account. These include but are not limited to:
  - articles in peer-reviewed, professional journals, including review essays
  - peer-reviewed books, including textbooks and monographs
  - chapters in peer-reviewed, edited volumes
  - editorship of peer-reviewed volumes
  - editorship of a peer-reviewed journal
2. Research support, *e.g* grants and contracts.
3. Scholarly honors
4. Other professional activity, such as:
  - papers and posters presented at professional meetings
  - museum exhibits
  - consultations involving substantive written communications
  - technical reports
  - evaluation of grant proposals for granting agencies
  - evaluating and editing manuscripts for journals
  - written contributions to online publications and public communication of research
  - editorship of online archives, databases, and indices
  - entries in professional encyclopedias, handbooks, and dictionaries
  - book reviews

## Teaching

1. Quality of undergraduate teaching as determined by
  - student evaluations
  - supervision of undergraduate majors
  - mentorship of undergraduate research
  - directorship of senior theses and essays
  - development of new courses, materials, etc.
  - development of intra- or inter-disciplinary programs
  - placement and direction of student interns (especially important for applied anthropologists)
  - direction of independent study
2. Quality of graduate instruction is assessed in light of the factors noted above, as well as the following:
  - quality and quantity of dissertations and theses and M.A. essays directed
  - success in obtaining support for graduate student research
  - service on dissertation and thesis/essay committees
  - placement of graduate students post-graduation
  - mentoring of student publications and presentations

## Service

Some service to the University, profession and/or community is expected of all faculty. Without diminishing the importance of scholarship and research, we do value service of an extraordinary nature, especially as noted in item 3.

1. Service to the University is assayed through
  - service on university, college and departmental committees
  - service to the Museum of Anthropology, and other Centers & Institutes directly tied to the Department
  - involvement in service aspects of the University, college, and department.
2. Service to the profession through
  - editorship of, or membership on the editorial boards of, professional journals
  - service in elected and/or appointed positions in regional, national or international scholarly societies and associations
  - organization of symposia
3. Service to the community is particularly important for anthropologists with an applied emphasis. This would include
  - service as a member of community-based or governmentally-based committees
  - talks to or workshops with agencies and organizations on applications of anthropological knowledge to their needs
  - membership on policy-making bodies, etc.

In applying these factors, the overall professional record of a faculty member is reviewed. Generally the granting of tenure is considered a more central issue than that of promotion. It would be an exceptional case in which an individual were recommended for tenure but not for promotion to Associate Professor. The recommendation for promotion to Full Professor would require the continued excellence in the above areas, though the weight given to different elements may vary. For instance, more attention may be given to scholarship and national recognition within the discipline and profession for promotion to Full Professor than to promotion to the Associate level.