

Promotion and Tenure Factors in the Department of Political Science
 (Adopted by the Department on October 15, 1979, revised October 11, 1985, April 7, 2006 and affirmed January 19, 2011).

Decisions on promotion and tenure in the Department of Political Science are made by the Promotion and Tenure Committee, which is composed of tenured faculty and constituted in accord with the WSU/AAUP-AFT contract and the Department by-laws. The Committee examines the qualifications of each candidate for tenure and promotion and renders a decision based on its evaluation of the candidate's record and promise in terms of three major criteria: Scholarly Excellence and Achievement; Teaching Effectiveness and Instructional Competence; and Service to the Department, the Discipline, the University and the Community at large. Factors considered with respect to these criteria and the evidential bases are summarized below.

Candidates for tenure and promotion are evaluated in terms of their overall contribution and promise the respect to these factors. Outstanding achievements or promise with respect to some may offset weaknesses with respect to others. However, all candidates must at a minimum provide evidence of (1) substantial scholarly achievement in the form of research and publication, (2) substantial teaching competence, and (3) significant service at least to the Department.

Criteria	Evaluative Factors	As Evidenced By
I. Scholarly Excellence and Achievement	A. Record of Discipline-Related Research and Publications	Authored and co-authored articles published in refereed journals; books and monographs published by reputable academic and commercial presses Authored and co-authored articles/chapters published in edited volumes and non-refereed journals Edited and co-edited volumes Authored and co-authored papers presented at scholarly meetings Research grants and fellowships
	B. Quality of Research and Publications	Quality and standing of journals and presses published in

		<p>Evaluations of work rendered in book reviews and essays</p> <p>Citations and evaluation statements found in the work of other scholars</p> <p>Awards for scholarly works</p> <p>Evaluations by external references/referees</p> <p>Evaluations by Departmental colleagues</p>
	C. Scholarly Potential and Contribution to the Intellectual Climate of the Department	<p>Research in progress</p> <p>Grant submissions and fellowship applications</p> <p>Assessments by departmental graduate students</p>
II. Teaching Effectiveness/Instructional Competence	A. Teaching Skills	<p>Student course evaluations</p> <p>Unsolicited student assessments</p> <p>Assessments by colleagues</p> <p>Course syllabi</p> <p>Awards for teaching</p>
	B. Responsiveness	<p>Availability to meet students and advising activities</p> <p>Independent studies and internships supervised</p> <p>Student evaluations</p> <p>Assessments by colleagues</p>
	C. Standards	<p>Course syllabi</p>

		Grade distributions Assessments by colleagues
	D. Competence in Light of Departmental Needs	Number and type of courses taught Number of students taught Assessments by colleagues Efforts to retain or upgrade skills Development of new courses, programs, and approaches Number and quality of master's and Ph.D. students trained
III. Service	A. Departmental Service and Citizenship	Membership on, and contribution to the work of committees Departmental offices held Assistance to colleagues Teaching of required or core courses and willingness to service Department's course needs Support for graduate students Participation in student recruitment and alumni development
	B. Service to the Discipline	Participation in scholarly meetings and conferences Participation in the governance of Professional associations and service on associated committees

		<p>Book reviews</p> <p>Editorships off professional journals</p> <p>Refereeing for journal and for grant-giving agencies</p> <p>Evaluating manuscripts for university and commercial and presses</p>
	C. Service to the University	<p>Memberships on and contribution to the work of College and University committees</p> <p>College and University offices held</p> <p>Participation in College and University Programs</p>
	D. Public Service	<p>Participation in public forums</p> <p>Non-compensated or nominally compensated consulting</p> <p>Expert testimony and media presentations</p> <p>Other non-compensated professional services to the community</p>