

**Department of Gender and Women's Studies – University of Kentucky**  
**Tenure and Promotion Guidelines**  
Approved by GWS Faculty on January 25, 2008

Evaluation of faculty for promotion and tenure will be based on a continuing record of high-quality, effective and committed teaching and advising; substantive, creative and innovative scholarship; and effective service.

**Guidelines for Promotion to Associate Professor with Tenure.**

Research:

The successful candidate for promotion to Associate Professor with tenure must demonstrate substantive, original, innovative intellectual contributions to scholarship through publication and dissemination of research in appropriate peer-reviewed venues. Through the research statement and supporting materials, the candidate must demonstrate that s/he has established an independent research agenda and a long-term trajectory for her/his research, within a sustained, long-term commitment to scholarly research and publication.

The research record of the successful candidate for promotion to Associate Professor with tenure will be evaluated based on scholarly productivity that may take the form of publication of original books by leading academic or commercial publishers; articles in referred journals; and book chapters in high-quality collections. Because Gender and Women's Studies is an interdisciplinary field, no single hierarchy of presses and journals can be specified. While the department recognizes that the quality and significance of published work are more important than the quantity or place of publication, the department expects its members to publish in highly regarded peer-reviewed outlets within the interdisciplinary field of gender and women's studies and relevant disciplinary fields, including foreign language publications where relevant.

In addition, candidates may also show evidence of sustained scholarly activity by editing books and special journal issues, authoring publications that innovatively synthesize or conceptualize the scholarship of a field or other body of literature, delivering conference papers, and receiving invitations to speak at other institutions. In fields of study where external research funds are available, the candidate may seek extra-mural support for her/his research program; however, external funding as an indicator of research achievement must be validated by refereed publications. While the contributions noted in this paragraph amplify a candidate's scholarly profile, they do not substitute for scholarly and/or creative work published by respected journals and presses.

Collaborative research with colleagues is common in many areas of feminist scholarship. Publications may be co-authored with the understanding that in all collaborative work the candidate must demonstrate the extent of her/his contribution to the project. While collaborative research with colleagues or students is encouraged, it is also

important that the candidate demonstrate scholarly independence and leadership through lead or single authorship.

#### Teaching and Advising:

The successful candidate for promotion to Associate Professor with tenure will demonstrate a continuing record of effective teaching and advising at all levels. Given the diversity of topics covered within the field of gender and women's studies, successful candidates are expected to teach a variety of graduate and undergraduate courses that contribute to the department's core curricula, in addition to teaching courses that reflect the candidate's own scholarly areas of specialization.

Successful and effective teaching will be evaluated based primarily on the candidate's teaching portfolio, prepared according to the University of Kentucky guidelines. Taken in its entirety, the portfolio should provide evidence of effective teaching through a variety of materials, including the reflective statement on teaching, representative course syllabi, quantitative and qualitative summaries of student evaluations, and other materials.

A successful teacher is also a successful advisor, and faculty are expected to advise, mentor and assist undergraduate and graduate students toward the successful completion of their degrees. The successful candidate for promotion to Associate Professor with tenure should provide evidence for commitment to undergraduate mentoring and advising through, for example, service on undergraduate thesis committees or incorporating undergraduate students into research. The successful candidate is expected to provide evidence for commitment to graduate mentoring and advising through directing dissertations, service on graduate committees, and other activities that relate to the professionalization of graduate students.

#### Service:

Contributions by individuals to the collective functioning of the department, college, university and profession are highly regarded and expected. However, the department recognizes that service expectations for junior colleagues must be more modest than those of senior colleagues. The successful candidate for promotion to Associate Professor with tenure will demonstrate modest levels of quality service through service on committees in the department, the college, and/or professional organizations, establishing a record of effective collaboration in performance of service responsibilities. Refereeing essays, manuscripts, proposals, and applications for journals, presses and institutions, and authoring textbooks, falls under service to the profession.

#### **Guidelines for Promotion to Professor.**

Candidates for the promotion to the rank of Professor must provide evidence of professional excellence in all areas of activity. They must continue to pursue research that

contributes significantly to the scholarly literature and they must be recognized by distinguished colleagues nationally and internationally, as having emerged as leaders in their field. Faculty members at the rank of Professor must excel at graduate and undergraduate teaching and advising, with continued service to the department, college, university, community and profession.

Research:

The successful candidate for promotion to Professor of Gender and Women's Studies will have produced a substantial body of original scholarship in her/his area of expertise beyond the work completed at tenure. This body of scholarship may include, as appropriate, a book by a top-quality press with a strong reputation in the candidate's field, or a group of articles in high-quality, peer-reviewed journals that constitutes a significant body of research within the interdisciplinary field of gender and women's studies and relevant disciplinary fields, including foreign language publications where relevant. This work should be regarded by senior scholars in the field as a distinguished research record that has earned the candidate a national and international reputation.

Evidence of national and international reputation may also include invitations to speak at colleges, universities and conferences, contributions to important edited volumes, and selection as editor of an important scholarly journal. Seeking external funding for research will be seen as a positive aspect of a research program; however, receipt of external funding as an indicator of research achievement must be validated by refereed publications.

The department recognizes that mature and engaged scholars may publish in a variety of outlets, including some read by general audiences and some emerging as communications technology advances. Publications in these venues are valued. However, they augment the candidate's record and do not substitute for publications in high-quality, peer-reviewed venues. In addition, activities such as editing books and special journal issues, also provide evidence of sustained scholarly activity, but do not substitute for scholarly work published by respected journals and presses.

Teaching and Advising:

The candidate for promotion to the rank of Professor must continue to teach an array of undergraduate and graduate courses and do so effectively, as indicated above. Pedagogical innovation is highly valued as is leadership in departmental and college programs to enhance undergraduate education. At the graduate level, professors are expected to direct dissertations, serve on student committees, and oversee their advisee's progress from classroom and thesis research. Full professors must make this type of long-term commitment to insure that their students begin successful careers.

Service:

Service at various levels is both a sign of continuing professional engagement and an opportunity to apply one's scholarly insights. A candidate for Professor must demonstrate important contributions to the service mission of the department, college, university and profession. Candidates for promotion to Professor are expected to contribute more to service than probationary faculty. In most cases, candidates for the rank of Professor will have accepted responsibility for a meaningful aspect of departmental governance or policy development, and will have been invited to serve on important committees at the college and university level,.