

APPENDIX A

Tenure and Promotion Guidelines Center for Women Studies and Gender Research (Adopted November 15, 2005)

Tenure and promotion guidelines are outlined below for faculty whose tenure and promotion is to be in the Center for Women's Studies and Gender Research. In considering faculty for tenure and promotion in the Center for Women's Studies and Gender Research, the Center recognizes the interdisciplinary nature of the field. This interdisciplinarity contributes substantially to the vitality of women's studies scholarship and teaching. A significant core of a candidate's work is expected to be in or connected to women's and/or gender studies. It is also important to recognize work done in the candidate's area of disciplinary specialization, noting the relevance to women's studies wherever such exists. The Center for Women's Studies and Gender Research recognizes that women's studies scholarship comes in many forms and employs a variety of methods. Each topic, method, approach, and technique should be judged only on whether it is appropriate and whether it produces a valuable scholarly outcome. Success in professional development can be achieved in many ways and scholarly contributions may have an impact on research, practice, or policy; no single approach or technique is inherently superior to another. The Center will evaluate a candidate's portfolio in accordance with University of Florida expectations of research, teaching, and service, with a candidate demonstrating exceptional achievement in two of the three categories. However, since the University of Florida is a major research institution, it is expected that candidates for tenure and promotion at the University of Florida will excel in research.

The candidate must present evidence of having established a coherent program of research and scholarship with published results, or creative activity with published results and/or creative work in media in which a substantive portion of the work is peer-reviewed. The results must be of sufficient quality and quantity to establish not only an emerging national reputation but the clear promise of sustained contribution into the future.

Many of the most innovative projects in the field of women's studies combine theory and practice and have both scholarly and creative outcomes. The Center encourages such innovative work and those achievements that are both scholarly and creative, and in some cases have practical outcomes, will be evaluated using suitable criteria.

Promotion to Associate Professor with tenure will generally mean the publication of a single-authored peer-reviewed book-length monograph or its equivalent in cases in which a candidate comes from a discipline in which articles are the norm. In addition to a book or its equivalent, an average of one to two peer-reviewed journal articles or book chapters per year is expected.

For faculty in the creative arts, a short play, short film, or short performance might be viewed as equivalent to a journal article or book chapter. Similarly, the production of a full-length film or full-length play might be viewed as equivalent to a book. For those projects that fall outside traditional creative categories, such as multimedia and digital projects, it will be necessary for

candidates to establish the status of their work in relation to generally understood standards of their field.

Promotion to Professor generally requires the publication of second single-authored peer-reviewed manuscript and evidence of sufficient productivity as to have achieved national and preferably also international recognition for the candidate's work.

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In keeping with the College of Arts and Sciences requirements for tenure and promotion, the Center for Women's Studies and Gender Research requires that candidates for tenure and promotion also meet the College's criteria, available on the CLAS web site:

Tenure and Promotion is based on distinction in the areas of teaching, research, and service. In the College of Liberal Arts and Sciences, "distinction" is defined as an excellent record as demonstrated by well-known evaluative measures in teaching, research, and service as discussed below. The distinction of a candidate is based on the complex whole of teaching, research, and service and is especially evident in the evaluation of candidates by outside reviewers.

TEACHING - There should be evidence of a sustained commitment to excellence in teaching by the candidate as reflected in student teaching evaluations, faculty/departmental peer evaluations, and instructional materials.

RESEARCH - For the promotion to associate professor/tenure, there should be evidence of a body of work of sufficient quality and quantity that has produced at least the beginning of a national reputation for significant and creative contributions to the candidate's field of research, and there should be evidence of the promise of continued growth. For promotion to professor, an established national and/or international reputation is expected, as well as the indication of sustained high quality work.

SERVICE - For promotion to associate professor/tenure, there should be evidence of a positive contribution to the life of the department, college, and/or university. For promotion to full professor, a candidate is expected to make a positive contribution to the university and to the profession. A candidate's service record may also include service to the state and the nation.

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