

Department of English and Modern Languages

Criteria for Tenure and Promotion to Associate Professor

Candidates for tenure in the Department of English and Modern Languages must consult and follow the requirements set forth in the Lamar University MAPP 02.02.27 (Tenure and Promotion of Tenure)

- b. Evaluations from peers, which note the faculty member's apparent expertise in the course content being delivered during observation and also speak to the faculty member's effectiveness in assessing students' understanding of the material.
- c. Professional recognition (grants, awards, nominations, letters of commendation)
- d. Thesis directorship
- e. Thesis committee membership
- f. Directorship of MA exam committees
- g. Membership on MA exam committees
- h. Membership on the graduate faculty
- i. Teaching a range of courses, experimentation and innovation, contributions to curriculum development (where appropriate)
- j. Examples of course syllabi and instructional materials (one from each distinct course taught per year).
- k. Peer evaluations based on classroom observation (at least one conducted per year, as coordinated by the chair or the Center for Teaching and Learning)

5. List of funded research and scholarly activities by title, funding source, amount, and period of funding.
6. Complete bibliography of all research, creative, and scholarly activities.

III. Service

Building a record of participation in department and college service is important for a candidate applying for a promotion to the rank of Associate Professor. Evidence of participation may be supported by but not necessarily limited to:

- a. Chairing committees at department and college levels
- b. Participating on department and college committees
- c. Advising of undergraduate and graduate students

Successful candidates for tenure and promotion to Associate Professor must present evidence of significant professional service. They must have served on several departmental and college committees. Documented support for service at various levels may come from the following:

1. Evidence of strong contribution toward achievement of departmental goals, including assessment, course development, course descriptions, and textbook selection.
2. Evidence and evaluations of public and university service (representing the university as consultant, chairing or serving on committees, holding elected positions of university service, etc.)
3. Evidence of student mentorship (directed-studies courses, career assistance, etc.)
4. Active membership in professional organizations, including offices held, meetings attended, sections chaired.
5. Evidence of professional development.

Criteria for Promotion to Professor

Faculty applying for promotion to the rank of Professor in the Department of English and Modern Languages must have completed a terminal degree from a regionally accredited institution. MAPP 02.02.27 offers guidance concerning how many years of full-time employment beyond the granting of tenure are required before standing for the rank of Professor. During this time, the candidate must have demonstrated accomplishments in the following areas: teaching effectiveness; scholarly or creative research and publication; department, college, and university service.

1. **Teaching.** Superior teaching effectiveness is expected of a candidate applying for promotion to the rank of professor. Evidence of superior teaching effectiveness may be supported by but is not necessarily limited to:
 - a. Course and instructor evaluations from students, which indicate successful delivery of course content in whatever modality the course is taught in. Official Lamar student evaluations should consistently illustrate scores that meet or exceed the departmental average.
 - b. Evaluations from peers, which note the faculty member's apparent expertise in the course content being delivered during observation and also speak to the faculty member's effectiveness in assessing students' understanding of the material.
 - c. Professional recognition (grants, awards, nominations, letters of recommendation)
 - d. Thesis directorship
 - e. Thesis committee membership
 - f. Membership on the graduate faculty
 - g. Contributions to curriculum development
 - h.

indication of the impact factor of the journals in which the faculty member's work appears.

3. **Service.** Extensive participation and leadership in department, college, and university affairs is expected of a candidate applying for promotion to the rank of Professor. Evidence of active participation may be supported by but not necessarily limited to:
 - a. Chairing committees at department, college, and university levels
 - b. Participating on department, college, and university committees
 - c. Sponsoring student organizations
 - d. Organizing or hosting scholarly or creative events
 - e. Holding office in a professional organization
 - f. Mentoring within local schools or the community
 - g. Serving on boards that advance the university's mission within the community
 - h. Illustrating leadership within the institution but also more widely in the faculty member's field: chairing committees, sponsoring organizations, participating actively in professional organizations.