

Philosophy Department RTP Criteria Approved by FSAC: 08/31/17

Overview

The department endorses the following priority of order in the three areas of faculty performance, with (1) the most important and (3) the least:

1. Teaching
2. Research/Scholarship/Creative Accomplishments
3. Service

1.0 Teaching

Departmental expectations in the area of teaching performance:

Satisfaction of 1.1-2 meets departmental expectations. The addition of one or more combination of 1.3-6 meets and exceeds departmental expectations.

- 1.1 Quantitative Student Evaluations: show growth toward or maintenance of an effective to very effective rating across all evaluated courses.
- 1.2 Peer Evaluations: The department will base peer evaluations on the following criteria: attendance, syllabus (clear statement of learning objectives, correlation of objectives with grading and assignments), relevance and interest of academic content, in-class student participation, faculty engagement.
- 1.3 Use of innovative technology.
- 1.4 Professional Development.
- 1.5 Curricular innovation, especially with an emphasis on interdisciplinary courses.
- 1.6 Service learning.

2.0 Research, Scholarship and Creative Activity

Departmental expectations in the area of research, scholarship and creative activity:

Satisfaction of at least discipline relevant scholarly activity or contribution as described in 2.1 or 2.2 per review period meets departmental expectations. The addition of one or more combinations of 2.1 or 2.2 exceeds departmental expectations.

- 2.1 Published essays in credible academic journals and/or books, presentations in credible academic conferences, presentations in university speaker-series, intra or inter-departmental presentations, organization of conferences and/or academic meetings, unpublished complete manuscripts and articles under review for publication, fellowships and grants.
- 2.2 Alternative intellectual activities that draw upon and express a faculty members' academic expertise, such as, creative writing, drama and music.

3.0-Service

Departmental Expectations for university service to the university, community and profession:

Satisfaction of 3.1 and 3.2 meets departmental expectations. The addition of 3.3 exceeds departmental expectations.

3.1 University Service

3.1.1 First year at SSU faculty: attendance at departmental meetings and participation in at least one departmental committee or activity each semester. Such activities can include the following: advising any philosophy club, speaker series, newsletter, retreat participation, and peer observation of teaching. Committees can include curriculum committee, CELS/Philosophy Integration Committee, or Lecturer hiring committee.

3.1.2 All other faculty: one departmental committee or activity each semester and one university committee or activity each semester. [See 3.1.1]

3.2 Community Service

Departmental Expectations for Community Service:

1. At least one community activity in relation to academic expertise, which can include presentations/lectures to professional and/or civic organizations.

3.3 Professional Service

Departmental Expectation for Professional Service:

3.3.1 Serve in some official capacity in one or more academic societies. Some examples are: being on a board of directors, serving as an officer, editing or guest editing a professional journal, helping to organize a conference or workshop, and actin as a peer reviewer.