Appendix 1
UCD Department of Political Science
Primary Unit Criteria for Tenure-Track/Tenured Faculty

In all its Reappointment and Tenure and Promotion (RTP) deliberations and evaluations, The Department will remain consistent with the Laws of the Regents, with University of Colorado Administrative Policy Statements, and with campus and CLAS RTP policies. Departmental criteria for Tenure-Track/Tenured faculty are described hereafter.

Reappointment

For successful reappointment, a faculty member must demonstrate that he/she is on track to receive at the time of the tenure decision a meritorious rating in research, teaching and service and a rating of excellence in either teaching or research. To evaluate whether someone is on track the following criteria will be considered.

Tenure and Promotion to Associate Professor

“Tenure may be awarded only for demonstrated meritorious performance in each of teaching, research/creative work, and service, and demonstrated excellence in either teaching or research/creative work” (UCD RTP Campus Administrative Policy 2010).

To receive a rating of “meritorious” a faculty member must achieve

1. High-quality contributions to teaching across a range of courses, including classroom performance (as indicated by FCQs, peer visits, and course materials) and such additional contributions as curricular innovation and development, direction of individual student work (MA theses/projects, independent studies, internships), advising and mentoring of students, and/or enrichment of pedagogy.

2. An active, high quality program of research and publication with a minimum of five peer-reviewed journal articles or peer-reviewed book chapters published or in press during the pre-tenure period. Substituting for three articles or chapters could be a peer-reviewed book. Involvement with students in research projects as evidenced by activities such as conference papers, presentations, and publications will be looked upon favorably.

3. Responsible collegiality in the Department and service on at least one Department committee, as well as one college, campus, or university committee per year beginning in the second year. A candidate may substitute substantial service to the community or to the profession, or both, for a portion of university service.

To receive a rating of “excellence” in teaching, a faculty member must achieve the above plus significant achievements in one or more of the following:

1. Scholarly presentations or publications on pedagogy.
2. A significant internal or external grant for educational improvement.
3. Receipt of a college or university teaching award or by a teaching or mentoring award from a professional association.
4. Exemplary mentorship of students demonstrated by such things as student placement in PhD programs, student research presentations at conferences, or individual publications by students, with the mentor’s role confirmed by student letters.

To receive a rating of “excellence” in research, a faculty member must achieve the above plus, quality being more important than quantity, superlative scholarly contributions (demonstrated by reviews or placement in top-tier journals) in the field or subfield as judged by faculty and external reviewers. Additional evidence of excellence may be provided by:

1. One or more college or university research awards.
2. Indicators of superlative value in the field or subfield as evidenced by invitations to review articles for top-tier journals or books for academic publishers.
3. A significant external research grant.
4. Substantial involvement with students in research as evidence by joint peer-reviewed publication.
5. Evidence of significant impact of research in a community or professional setting beyond the academy.

**Promotion to Full Professor**

For promotion to Full Professor, “Professors should have the terminal degree appropriate to their field or its equivalent, and (A) a record that, taken as a whole, is judged to be excellent; (B) a record of significant contribution to both graduate and undergraduate education, unless individual or Departmental circumstances can be shown to require a stronger emphasis, or singular focus, on one or the other; and (C) a record, since receiving tenure and promotion to associate professor, that indicates substantial, significant, and continued growth, development, and accomplishment in teaching, research, scholarship or creative work, and service” (Board of Regents Policy).

In terms of the Department of Political Science, a record that demonstrates the Regents’ criteria, described above, would mean in the areas of teaching, research and service:

**In the area of Teaching, a faculty member must demonstrate Significant Achievement of the following core criteria:**

Teaching effectiveness in the classroom as demonstrated by high ratings on FCQs, peer evaluation of excellence, peer evaluation of course materials, quality student outcomes, and/or teaching awards.
In addition, a faculty member must demonstrate significant achievement of any two of the following four criteria:

1. Effectiveness in individual instruction (MA theses/projects, independent studies, internships) and collaboration with students in scholarly activities as demonstrated by student and peer assessment of contribution to high-quality student work.

2. Incorporation of innovation in curricular development, contribution to program development, and/or incorporation of technology into teaching.

3. Dissemination of knowledge on teaching through a) participation in workshops and conferences in the Department, college, community, or profession, b) publications, c) grants for teaching or curriculum development, and/or d) authoring or co-authoring of textbooks.

4. Evidence of exemplary mentoring of students in their continuing education, professional development, and careers.

In the area of Research, a faculty member must demonstrate a record of continuing development of scholarship shown by regular publication of high quality (as judged by external reviewers) peer-reviewed articles and/or books. Successful candidates for promotion to full professor are expected to regularly participate in professional conferences through paper presentations, with due consideration of the level of institutional resources provided to support conference travel and registration fees. Significant impact of research in a community or professional setting beyond the Academy may also provide evidence of high quality scholarship.

In the area of Service, a faculty member must demonstrate a record of leadership and responsibility in service through significant work in one or both of the following criteria:

1. Demonstration of engagement with the Department, college, campus, and university through serving on or Chairing committees at multiple levels.

2. Demonstration of engagement with professional and/or community service through participation and leadership activities in these areas.

Post-Tenure Review

In all cases of post-tenure review, the Department will defer to the CLAS College Post-Tenure Review Committee in establishing standards of review and evaluating achievement of those standards.