

GUIDELINES AND CRITERIA FOR PROMOTION AND TENURE
URBAN STUDIES PROGRAM, UWT
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The granting of tenure and promotion in the professorial ranks of the Urban Studies Program at UWT shall be based on the candidate's record in teaching, scholarship, and service. With respect to these areas, both scholarship and teaching will receive greater weight than service activities in the tenure and promotion review process. Faculty are encouraged to engage creatively in activities that connect and crossover these three categories (e.g., through the annual forum, community engaged learning, etc.). Performance expectations are discussed below.

1. Scholarship

Faculty in Urban Studies are expected to engage in scholarly activities that are intended to further knowledge of the field, enhance their teaching, and/or benefit and improve society. Examples of scholarly activity include authored books, edited books, book chapters, journal articles, conference presentations, and book reviews. Publications in non-refereed journals (e.g. journals for practitioners), major grant applications, and non-published research reports (e.g. research aimed at addressing issues/problems of a particular community, agency, or organization) may also be considered in the scholarly review process. The Urban Studies faculty also value public scholarship (creation and dissemination of knowledge relevant to public needs or issues), and public engagement in the creation of scholarly work and dissemination of research findings. Refereed articles, books, book chapters, and conference presentations (i.e. those that go through a peer review process before being accepted) will typically be given more weight than non-refereed work. Collaborative research is encouraged, especially that which includes students. However, the candidate is expected to have sole-authored, refereed publications. Interdisciplinary research is also encouraged although the bulk of the candidate's work should maintain a programmatic focus and at least some of the work should form a research stream providing for one or two areas of expertise. Areas of expertise may be topical or regional.

2. Teaching

High quality teaching is expected of Urban Studies faculty. Candidates for tenure and promotion should demonstrate a high degree of teaching effectiveness, ongoing efforts to remain abreast of new theories/developments in subject matter, an ability to synthesize and present material in a coherent/cohesive manner, sensitivity to students' needs, and an ability to maintain a positive learning environment. Teaching effectiveness will be considered in a broad sense and its evaluation will take into account not only a candidate's classroom performance but may also include such activities as mentoring/advising of students, supervision of independent research/community service

projects, and the development of innovative classes/programs (e.g. study abroad, collaborative efforts, unique classroom settings, workshops to assist students in attaining career goals, etc.). Improvement over time and efforts/activities undertaken to improve teaching may be considerations in evaluating a candidate's teaching.

3. Service

Service is important and expected. Especially encouraged is service to the community. This may take the form of serving on local boards/commissions, advising/consulting with community organizations/agencies, internship development, presentations to community groups, and related activities. Also of importance is service to the Urban Studies program. Faculty members are expected to be active participants in the program's growth and development. This includes on-going involvement in program activities designed to enhance opportunities for Urban Studies students and to develop cohesion and camaraderie among them. It also assumes a commitment to building positive and constructive relationships with students, faculty, and the broader campus community. In addition, service to the University (e.g. committee work, etc.) as well as service to the profession (e.g. manuscript review, conference organization, holding professional offices, serving on boards, and related activities) will be considered in the review process.

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