

Tenure and Promotion Guidelines: Interdisciplinary Arts and Sciences

Approved by IAS Faculty on March 5, 2010

Introduction

The traditional domains of teaching, scholarship, and service are central to academic life. At the University of Washington Tacoma, Interdisciplinary Arts and Sciences recognizes intrinsic interconnections between these three domains, and the additional demands placed upon faculty members because of the distinct missions, visions, and administrative infrastructures of our campus and interdisciplinary program. Therefore, each faculty member may address the following guidelines on teaching, research, and service with differing emphases; the values and mission of IAS encourage, but do not necessarily require, creative integration of the categories.

Faculty members' contributions in Interdisciplinary Arts and Sciences come in many forms including but not limited to having a disciplinary focus within the interdisciplinary program, teaching in interdisciplinary ways, engaging in interdisciplinary or multidisciplinary scholarship, or collaborating across institutional, organizational, disciplinary, and other boundaries. The program values any or all of these contributions.

The granting of tenure or promotion in the Interdisciplinary Arts and Sciences (IAS) program at UW Tacoma shall be based on a careful examination of the candidate's record in teaching, scholarship, and service.

Consistent with the University of Washington Faculty Code Section 24-34:

Appointment to the rank of associate professor requires a record of substantial success in both teaching and research, except that in unusual cases an outstanding record in one of these areas may be considered sufficient.

Appointment to the rank of professor requires outstanding, mature scholarship as evidenced by accomplishments in teaching, and in research as evaluated in terms of national or international recognition.

Appointment to the rank of senior lecturer and senior artist may be conferred on persons who have special instructional roles and who have extensive training, competence, and experience in their discipline.

With respect to these areas, both scholarship and teaching will receive greater weight than service in the tenure and promotion review process. Performance expectations are discussed below.

Teaching

An essential qualification for the granting of tenure or promotion is the demonstration of a high degree of teaching effectiveness. A candidate's teaching should reflect currency in his or her field, imagination and freshness, and an appreciation for interdisciplinary approaches to liberal arts education. Evidence of quality teaching may include but is not limited to:

- curriculum/program development contributing to the growth of IAS and UW Tacomaⁱ
- innovation in classroom teaching and curriculum development
- evidence of strong teaching and/or improvement through course evaluations, peer evaluations, self-designed evaluations, and assessments of student learning
- the creation of a vibrant intellectual community that stimulates student learning inside and/or outside the classroomⁱ
 - facilitation of students' active involvement in learning
 - organization of or participation in campus lectures, exhibits, performances, symposia, or workshops
 - service learning opportunities that promote students' exposure to the community (local, national, and/or international)
 - implementation of diversity and equity-oriented goals of the University
- supervision of undergraduate and graduate student projects including review and thesis committees, independent studies, internships, and programs of study
- advising and recommending students through critical transitions to careers or graduate/professional programs
- participation in or organization of teaching workshops, round tables, or collaborative teaching communitiesⁱ
- publications in the scholarship of teaching and learningⁱⁱ
- external recognition of teaching, learning, or mentoring excellence

Scholarship

Research, scholarship, and creative activities are central to the missions of the University of Washington, UWT, and IAS. Faculty in IAS are therefore expected to engage in scholarly and creative activities that expand knowledge, deepen understanding, and enhance teaching. Consistent with IAS's distinct interdisciplinary mission and vision, a wide range of scholarly and creative activities are recognized. Both interdisciplinary and disciplinary endeavors are valued. Peer-reviewed scholarship is most important, but the quality and significance of a faculty member's work is paramount. Productions, performances, exhibitions, or other outcomes of scholarly/artistic work that are professionally analogous to publication will be evaluated as publications when appropriately documented.

IAS embraces a broad definition of scholarship, which may include but is not limited to:

- publication of books, journal articles, conference proceedings, chapters in books, government and technical reports, book reviews, and textbooks (including electronic media)
- creative activities and professional contributions that advance fields of study including editing journals, special issues, books, and readers; curating and directing exhibits
- preparation of or securing grants and fellowships
- publications in the scholarship of teaching and learningⁱⁱ
- inclusion of reprints in anthologies, translations into other languages, or other means of dissemination beyond initial publication

- professional activities in scholarly organizations or work in the wider public community when appropriately documented and evaluated, such as invited talks, talks at conferences, exhibitions, and performances
- organization of professional conferences, colloquia, workshops, and exhibitsⁱⁱⁱ
- public engagement as a scholar, publications in civic/popular forums, or facilitation of community-based /public art projects that grows from the faculty member's intellectual work

A candidate for promotion must document an active and ongoing body of scholarship and/or artistic contribution. Collaborative works where the candidate is an active participant and individual works are equally encouraged. The relative weight given to different manifestations of scholarship will depend on the field(s) involved.

Service

Service is important and expected, especially given the distinct missions, visions, and administrative infrastructures of UW Tacoma and IAS. Faculty are therefore expected to serve in capacities that support these infrastructures, while also promoting cultural, intellectual, civic, and educational engagement within IAS, the UW Tacoma campus, the greater University of Washington, the community, and their professional communities beyond the University of Washington and its immediate stakeholders.

Evidence of quality service may include but is not limited to:

- service on IAS, UWT, UW and other boards and committees
- service on disciplinary and interdisciplinary boards and committees
- service on boards and committees of professionally-relevant non-academic organizations outside UWT
- organization of professionally-relevant on and off-campus events
- organization of professional conferences, colloquia, workshops, and exhibitsⁱⁱⁱ
- professionally-relevant public engagement with communications media, government or community organizations, or similar entities as a commentator, expert witness, organizer, activist, or informed citizen

Conclusion

IAS affirms the principles and procedures for faculty tenure and promotion as outlined in both Chapter 24 of the *UW Handbook* and Part II Chapter 1 of the *UW Tacoma Handbook*.

In arriving at recommendations for promotion or tenure, faculty are directed to study the whole record of the candidate. The qualifications of teaching and scholarship must remain unequivocally the central function of the faculty, but administrative and other internal and extramural professional services must also be recognized. However, in the absence of a substantial record of teaching or scholarship, outstanding service will not suffice.

ⁱ May be included in either Teaching, Service, or a creative integration of the two sections in a faculty member's portfolio.

ⁱⁱ May be included in either Teaching, Scholarship, or a creative integration of the two sections in a faculty member's portfolio.

ⁱⁱⁱ May be included in either Scholarship, Service, or a creative integration of the two sections in a faculty member's portfolio.