

Classical Studies
The College of New Jersey
Disciplinary Standards for Reappointment, Tenure, and Promotion

The attached disciplinary standards have been reviewed and approved by the Committee on Faculty Affairs, the Council of Deans, and the Provost.

To avoid creating a moving target for candidates for reappointment, the disciplinary standards in effect during a faculty member's first year of employment will be used for reappointment and tenure applications in years 1-4. Candidates for promotion will use the disciplinary standards in effect in the year in which they apply for promotion



Holly Haynes

2/27/13
Date



Dean

2/28/13
Date



Provost

3/5/13
Date

The Classical Studies will next review its disciplinary standards in Academic Year 2020.

The College of New Jersey

Department of Philosophy, Religion, and Classical Studies

Disciplinary Standards for Scholarship in Classical Studies

A. Alignment with Key Institutional Documents and Values

In outlining our disciplinary standards for scholarship with regard to tenure and promotion, we note the following:

The Classical Studies program's Disciplinary Standards are consistent with the Mission of the College and the School of Humanities and Social Sciences. We recognize that the College is a primarily undergraduate institution (with no targeted masters programs in Classical Studies). We expect that our faculty members are to be accomplished and engaged teacher-scholars and students are to be accomplished and engaged learners. The program's Disciplinary Standards are consistent with the criteria set forth in the Promotions and Reappointment Document. We recognize that TCNJ, unlike most colleges, has a very short tenure clock; this must be borne in mind in determining realistic scholarly expectations for tenure.

B. Categories of Acceptable Scholarly/Professional/Creative Work

The Classical Studies program recognizes a range of modes of scholarship, such as the scholarship of discovery, the scholarship of application, and the scholarship of pedagogy. As an interdisciplinary program, Classical Studies encourages and promotes interdisciplinary work and recognizes that there are diverse paths to successful outcomes in a professor's scholarship/professional/creative work. We note that the range of scholarly outcomes recognized as significant in the discipline of classics include but are not limited to the following:

- **Articles.** Published articles in peer-reviewed journals, including online journals, are one of the most important forms of classics scholarship. In comparison with many other fields, however, journals in classics tend to have very low or, sometimes, deceptively low acceptance rates. There can also be significant and hard-to-predict time lags for acceptance or rejection.
- **Books.** Despite recent recommendations put forth by other scholarly organizations such as the MLA and CAA, the standard for significant scholarship in classics remains a book published by a university or professional press. It is unrealistic to expect a published book for tenure or promotion at TCNJ, though publishing one or more books will count very favorably for both. Our program's emphasis on

publishing articles for tenure and promotion does not preclude the possibility of the publication of a book relatively early in a faculty member's career at TCNJ.

- ***Scholarly Presentations.*** It is reasonable to expect some scholarly presentations from a candidate for tenure or promotion. These may take a number of forms including papers delivered at conferences, invited presentations, and guest lectures. The presentation of a paper at a national or international conference once every two years is an indication of a sustained research agenda.
- ***Grants.*** External grants in classics are rare, and indicative of exceptional merit, rather than being something that can be expected of a candidate for tenure or promotion. An external grant in classics would be counted as noteworthy evidence of a sustained research agenda.
- ***Translations.*** Publication of peer-reviewed translations is powerful evidence of a sustained research agenda. Translation is slow, painstaking work that deserves essentially the same recognition as the publication of a scholarly book or article (depending on the translation's length).
- ***Book Chapters and Edited Volumes of Essays.*** Chapters published in peer-reviewed books (issued by academic or professional presses) are treated as the equivalent of articles in peer-reviewed journals. The editing of a volume of essays is treated as something between an article and a scholarly single-author book (depending on the editor's specific contributions to the volume).
- ***Other Scholarly Activities.*** Other important scholarly activities in classics include archaeological fieldwork, archival research, and published pedagogical materials. In some cases (e.g., archaeological fieldwork and archival research), this type of scholarly activity may not immediately result in a published final product, but if the work is conducted under the auspices of respected institutions and is documented appropriately, it should be deemed significant scholarly activity, perhaps even the equivalent of a published article.

C. Criteria to Evaluate Different Types of Scholarly/Creative/Professional Work:

For both tenure and promotion (at all levels) Classical Studies expects that a candidate exhibit excellence in producing a sustained and respectable body of scholarship. Scholarly excellence will tend to be demonstrated primarily by publication of the candidate's work in peer-reviewed scholarly journals, but other indicators of scholarly excellence will be part of the picture. For example, the candidate might present his or her work at academic conferences; have been invited to present it at academic or non-academic venues; act as a referee for a journal; write reviews or critical notices; or produce edited collections. As candidates increase in seniority, we expect that their work will secure them professional recognition, which could be expressed in a variety of ways. For example, a candidate's work might be addressed or cited in scholarly articles, be the

subject of a professional symposium or a session at a national conference, be used in undergraduate or graduate courses at other institutions, or in other ways recognized by Classical Studies. We encourage faculty members to present their scholarship to students and engage students in the production and dissemination of that scholarship as appropriate in the context of the College's value of teaching. Similarly, we encourage faculty members to apply their research expertise in appropriate service venues either on campus, in their local communities, or in the society at large.

Candidates for tenure and promotion may demonstrate scholarly excellence in a number of different ways. We illustrate this below by means of scenarios. The aim of these scenarios is to indicate possible (and non-exclusive) ways in which a candidate might satisfy minimum scholarship expectations. The specific numbers of publications in these scenarios will vary depending on the publication venue, with fewer publications being required if they appear in leading journals or book publishers. We do not intend these scholarship guidelines to be inflexible or so unrealistic as to preclude hiring a newly-minted Ph.D. However, we do expect that a candidate, whether or not he or she began his or her scholarly career at TCNJ, will pursue an active program of scholarship whose productivity while at TCNJ is commensurate with the expectations for tenure and promotion outlined below. Candidates will meet annually with the Classical Studies Personnel Committee for progress reviews prior to the tenure decision. The standards are to be interpreted as applying from date of initial appointment at TCNJ, although publications prior to appointment may be taken into account in assessing the candidates' ability to produce a sustained and coherent body of scholarship.

Scenarios for Tenure:

Scenario A: Two articles in refereed journals (or the equivalent)¹ and a record of scholarly presentations.

Scenario B: One book-length translation published by an academic or respected professional press and a record of scholarly presentations.

Scenario C: One scholarly single-author book published by an academic or respected professional press, and a record of scholarly presentations.

¹ By "articles . . . or the equivalent" we mean published papers in peer-reviewed journals or in edited volumes of essays (published by an academic or respected professional press), as well as chapters in multi-author scholarly books, and do not mean short discussion notes, critical notices, encyclopedia entries, book reviews, unreviewed papers, or other items of this kind. By "record of scholarly presentations" we mean giving papers at conferences and invited lectures; we envisage on average one such presentation a year, including one national or international presentation every two years.

Scenarios for Promotion to Associate Professor:

Scenario A: Three articles in refereed journals (or the equivalent),² some other publications (e.g., one or more book reviews or critical notices), and a record of scholarly presentations.

Scenario B: One book-length translation published by an academic or respected professional press, and a record of scholarly presentations.

Scenario C: One single-author scholarly book published by an academic or respected professional press, and a record of scholarly presentations.

Scenarios for Promotion to Full Professor:

Scenario A: Six articles in refereed journals (or the equivalent), some other publications (e.g., two or more book reviews or critical notices), and a record of scholarly presentations.

Scenario B: One book-length translation published by an academic or respected professional press, some other publications (e.g., a second book-length translation, a scholarly book, or two or more articles in refereed journals or the equivalent), and a record of scholarly presentations.

Scenario C: One book published by an academic or respected professional press, some other significant publications (e.g., a second book, a book-length translation, or two or more articles in refereed journals or the equivalent), and a record of scholarly presentations.

D. Scope, Quality, Importance and Coherence of Scholarly/Professional/Creative Program

Prestigious peer-reviewed journals in classics are generally international in scope and readership, as are books published in the field; the scenarios delineated above reflect that fact. The expected productivity articulated in these scenarios is intended to provide guidelines, not hard and fast numbers, and reflect how we expect the quality and coherence of a candidate's program of scholarship to mature over time. Classical Studies values and looks favorably on student engagement in a candidate's scholarly work (e.g.,

² In all scenarios for promotion to Associate and Full Professor, the number of publications is cumulative, so that the three articles counted for promotion to Associate Professor includes the two articles counted earlier for tenure, and the six articles counted for Full Professor include the three articles counted earlier for Associate Professor. Similarly, the book or book-length translation counted for tenure, Associate, and Full Professor can all be the same book or book-length translation.

in the publication of articles, in conference presentations), but does not regard it as a *sine qua non* for tenure or promotion. Since we are a small program and teach undergraduates only, candidates for tenure and promotion should demonstrate a breadth of scholarly interests commensurate with the needs of the program and compatible with the contributions that the program makes to liberal learning. At the same time, candidates should demonstrate that they are engaged in coherent programs of scholarship that are of importance to the primary discipline in which they teach.

E. Authorship

Classical Studies recognizes different kinds of authorship patterns (e.g., single-author vs. multiple-author) in scholarly projects, and that collaborative efforts may sometimes require as much or more effort as single authored projects. Candidates who wish to count multiple authored works toward tenure or promotion should clearly articulate, however, the proportion of the work and/or sections of the work (in those cases when a faculty member wrote a particular section of the text in a larger co-authored piece) for which they are responsible. As also indicated above, Classical Studies values and looks favorably on student engagement in a candidate's scholarly work, but does not regard it as a *sine qua non* for tenure or promotion.