

Department of Philosophy, Religion, and 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.

Melinda Roberts  
Department Chair

1/15/2013  
Date

By Riff  
Dean

1/16/2013  
Date

Anne Katherine Sachs  
Provost

1/20/2013  
Date

The Department of Philosophy, Religion and Classical Studies will next review its disciplinary standards in Academic Year 2015-2016.

The College of New Jersey

Department of Philosophy, Religion, and Classical Studies<sup>1</sup>

*Disciplinary Standards for Scholarship in Philosophy*

September 26, 2012

**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 Department'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 Philosophy, Religion, or 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 Department'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 Department recognizes a range of modes of scholarship, such as the scholarship of discovery, the scholarship of application, and the scholarship of pedagogy. The Department 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 in the discipline of philosophy include the following:

- **Articles.** Published articles in peer-reviewed journals are one of the most important forms of philosophical scholarship. In comparison with many other fields, however, journals in philosophy tend to have very low acceptance rates. There can also be significant and hard to predict time lags for acceptance or rejection.<sup>2</sup>

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<sup>1</sup>Current Full-time Faculty: Holly Haynes, Rick Kamber, Pierre Le Morvan, Consuelo Preti, Melinda Roberts, John Sisko, James Stacey Taylor, Morton Winston. Holly Haynes is a classicist, and all other members of the department are philosophers.

<sup>2</sup>The length or number of words of a philosophical article is not necessarily indicative of its quality or import. Articles in logic may be very short, and some of the most important articles in other fields of philosophy have been short as well. See, however, note 5. This does not mean of course that the department only recognizes short articles; it welcomes long ones as well.

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- **Books.** Philosophical scholarship is less “book-driven” than many other fields. Many distinguished philosophers at R1 institutions have never published a book. We think it’s unrealistic to expect a published book for tenure or promotion at TCNJ, though publishing one or more books should count very favorably for both.
- **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. It must also be borne in mind, however, that TCNJ provides very modest funding for travel to scholarly conferences and there is typically not enough support for numerous scholarly presentations each year (particularly at national and international conferences). We also note that many philosophical conferences have a peer-review system and very low acceptance rates. Moreover, within the field of philosophy itself, some subfields of philosophy (*e.g.*, ethics) may have more venues for scholarly presentations than others (*e.g.*, metaphysics).
- **Grants.** External grants in philosophy 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 philosophy would be counted as noteworthy evidence of a sustained research agenda.

The Department recognizes interdisciplinary scholarship (*e.g.*, work on human rights, legal theory, medical ethics) as being on par with philosophical scholarship in the determination of tenure or promotion provided that the systems of peer-review are comparable.<sup>3</sup>

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

For both tenure and promotion (at all levels) the Department 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 scholarship 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 an author-meets-critics session at a national conference, be used in undergraduate or graduate courses at other institutions, or in other ways recognized by the department. 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

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<sup>3</sup> While the department welcomes faculty membership in organizations such as the *American Philosophical Association*, it does not regard this as required for promotion or tenure.

## Disciplinary Standards for Philosophy

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 scholarship 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 the Department's 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 Department Promotion and Reappointment 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 body of scholarship.

### *Scenarios for Tenure:*

Scenario A: Three articles in refereed journals (or the equivalent)<sup>4</sup> and a record of scholarly presentations.

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

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

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<sup>4</sup> 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.

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### *Scenarios for Promotion to Associate Professor<sup>5</sup>:*

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

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

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

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

Peer-reviewed journals in philosophy 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 guidepost numbers, 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. The Department values and looks favorably on student engagement in a candidate's scholarly work (*e.g.*, 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 relatively small department and teach undergraduates only, candidates for tenure and promotion should demonstrate a breadth of scholarly interests commensurate with the needs of the Department and compatible

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<sup>5</sup> In all scenarios for promotion to Associate and Full Professor, the number of publications is cumulative, so that the articles counted for promotion to Associate Professor includes the articles counted earlier for tenure, and the articles counted for Full Professor include the articles counted earlier for Associate Professor. Similarly, the book counted for tenure, Associate, and Full Professor can all be the same book.

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with the contributions that the Department makes to liberal learning in general and specific interdisciplinary programs at the College. At the same time, candidates should demonstrate that they are engaged in programs of scholarship that are of importance to the primary disciplines in which they teach.

### **E. Authorship**

The Department 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 for which they are responsible. The Department recognizes both larger and smaller scaled projects in accordance with the scenarios delineated above. As also indicated above, the Department 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.

## **Revised Disciplinary Standards for Philosophy**

**Approved by the Department September 26, 2012**