

Department of Philosophy, Religion, and Classical Studies
The College of New Jersey
Disciplinary Standards for Philosophy 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. Candidates for promotion will use the disciplinary standards in effect in the year in which they apply for promotion.

Pierre Le Morvan

Department Chair

6/1/2020
Date

Gene L. Wong

Dean

06/01/2020
Date

William W. Keep

Provost

06/08/2020
Date

The Department of Philosophy, Religion, and Classical Studies
will next review its disciplinary standards in Academic Year 2025.

Disciplinary Standards for Scholarship in Philosophy

**Department of Philosophy, Religion, and Classical Studies
The College of New Jersey**

**Updated and Ratified February 2020
Revised May 2020 in light of CFA Comments
Ratified May 2020**

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 of 2019.¹

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 (or the equivalent) are one of the most important forms of philosophical scholarship.² 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.³

¹ <https://academicaffairs.tcnj.edu/wp-content/uploads/sites/171/2020/02/TCNJ-Reappointment-and-Promotions-Document-2019.pdf>

² By "articles (or the equivalent)" we mean published papers in peer-reviewed journals or in peer-reviewed edited volumes of essays (published by an academic or professional press), as well as chapters in multi-author scholarly books, and do not mean short discussion notes, critical notices, unreviewed papers, or other items of this kind.

³ 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. 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 peer-reviewed or peer-selected conferences, invited presentations, and guest lectures.⁴ We also note that many philosophical conferences have a peer-review system with 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.

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

For both tenure and promotion (at all levels) the Department expects that candidates exhibit excellence in producing a sustained and respectable body of scholarship. Since candidates for tenure and promotion may demonstrate scholarship excellence in a number of different ways, we illustrate how they may do so below by means of scenarios. The aim of these scenarios is to indicate possible (and non-exclusive) ways in which candidates might satisfy the Department’s *minimum* scholarship expectations. We do not intend these scholarship expectations to be inflexible or so unrealistic as to preclude hiring a newly-minted Ph.D. However, we do expect that candidates, whether or not they began their 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. Prior to the tenure decision, candidates will meet annually with the Department Promotion and Reappointment Committee for progress reviews. It is to be noted that candidates may be promoted ahead of the typical schedule laid out in the College’s Promotion and Reappointment Document if, in a way consistent with their contracts, they have satisfied promotion criteria ahead of this typical schedule.

⁴ Peer-reviewed conferences may take place at the regional, national, or international levels. The Department recognizes presentations at all such levels as counting toward a candidate’s record of scholarly presentations.

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Minimum Scholarship Expectations for Tenure and Promotion to Associate Professor:

Candidates satisfy the Department's *minimum* scholarship expectations by satisfying any of the three scenarios below. If they do not, it is incumbent on them to demonstrate to the satisfaction of the Department PRC that they have an equivalent record of scholarship.

Scenario A: Four articles in refereed journals (or the equivalent) and a record of scholarly presentations.⁵

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 professional press, and a record of scholarly presentations.⁶

Minimum Scholarship Expectations for Promotion to Full Professor:

Candidates satisfy the Department's *minimum* scholarship expectations by satisfying any of the three scenarios below. If they do not, it is incumbent on them to demonstrate to the satisfaction of the Department PRC that they have an equivalent record of scholarship.

Scenario A: Since promotion to Associate Professor, four articles in refereed journals (or the equivalent), and a record of scholarly presentations.

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

While the scenarios above illustrate our minimum expectations for scholarship, as candidates mature in their scholarship and aim in particular for promotion to full professor, we expect that their work will secure them recognition in the field. As promotion to full professor requires an external review of scholarship, we note that such recognition could be expressed in a variety of ways. For example, candidates may be invited to give lectures or talks at other institutions; they may be invited to serve as peer reviewers for journals and academic presses; they may be invited to edit anthologies or

⁵ By "record of scholarly presentations" we mean giving papers at peer-reviewed conferences and invited lectures and presentations; we envisage on average one such presentation a year.

⁶ By "an academic press or professional press" we mean a press that practices peer-review; self-published books or books published by vanity presses will not count for tenure or promotion.

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write a monograph; they may be invited to write encyclopedia articles or book reviews; their work may be addressed or cited in scholarly articles or books; their work may be the subject of a professional symposium or an author-meets-critics session at a conference; their work may be used in undergraduate or graduate courses at other institutions; they may write one or more grant proposals; and/or they may co-author articles or give conference presentations with one or more of their students. It is incumbent on candidates for promotion to full professor to demonstrate how their scholarship has matured since their promotion to associate professor.

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. 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 with the contributions that the Department makes to liberal learning in general and to 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. While engaging students in a candidate's scholarly work is not required to attain tenure and promotion, as indicated above, the Department recognizes student engagement in a candidate's scholarly work as an indicator of scholarship maturation.

PL Revised 5/27/2020 in light of CFA comments.