

Department of English
The College of New Jersey
Disciplinary Standards for Reappointment, Tenure, and Promotion in Creative Writing

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 by the end of a faculty member's first year of employment will be used for reappointment and tenure applications in Years 1–5. Candidates for Promotion will use the Disciplinary Standards in effect in the year in which they apply for promotion.



Department Chair

9/16/2021

Date



Dean

9/17/2021

Date



Provost

12/5/2022

Date

The English Department will next review its disciplinary standards in Academic Year 2026-2027.

Disciplinary Standards for Creative Work in English

Department of English

The College of New Jersey

Approved by the English Department on April 13, 2022

A. Alignment with Key Institutional Documents and Values

In outlining our Disciplinary Standards for creative work with regard to tenure and promotion we note the following:

The Department's Disciplinary Standards are consistent with the Mission of the College and that of the School of Humanities and Social Sciences. Although our Department houses a thriving Master of Arts program, we recognize that the College is primarily an undergraduate institution. We expect our faculty members to be accomplished and engaged teacher-artists and our students 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.

B. Categories of Acceptable Scholarly/Professional/Creative Work

Working poets, fiction writers, and writers of creative nonfiction (hereafter referred to as "creative writers") regularly engage in the production of literary works of art. For creative writers, this primarily includes publications in literary journals and mass-circulation magazines (print or online) and books (novels, collections of poetry or short stories, collections of creative nonfiction, memoirs, or hybrid works of creative writing). Self-published written work or work published by a vanity press will not count for tenure or promotion.

While creative writing faculty must publish creative work for tenure and promotion to Associate Professor, a creative writing textbook published by a nationally recognized academic or trade press known for its scholarly publications, whether in print or digital, is another significant scholarly/creative outcome appropriate for promotion to Professor.

Self-published written work or work published by a vanity press will not count for tenure or promotion. While the following types of work are not counted toward tenure and promotion, the Department values invited readings and lectures, conference presentations, grant applications, book reviews, contributions to reference works, essays or other publications on creative writing pedagogy or the state of the field, and other forms of creative or scholarly output related to the candidate's writing projects or aesthetic interests.

Creative writing faculty with outstanding records of publication often receive opportunities to serve the profession whether, for example, as editors of literary publications, organizers of conferences, advisers to other institutions, or as board members of national or regional literary organizations. The Department values these activities as important contributions to the

profession. While they are helpful in establishing a writer's impact and reputation, the Department does not consider these services to be forms of scholarship.

The Department recognizes that creative interests will evolve over time and encourages development. The creative work faculty count toward reappointment and promotion should be consistent in supporting the mission of the Creative Writing program and the English Department.

The Department primarily values single-authored or co-authored texts published in creative outlets. The Department also values the work of editing and co-editing journal volumes and published collections as important contributions to the profession that are helpful in establishing a writer's impact and reputation. For any type of collaborative work, it is the candidate's responsibility to explain and demonstrate the nature as well as the extent of their specific contributions to the project.

The Department respects creative projects that involve students and sees such projects as a valuable part of teaching. In its evaluation of creative work for tenure and promotion decisions, however, the Department evaluates collaborative work with students according to the same standards applied to all creative work.

Following established professional practices in the field of creative writing, we use multiple criteria for evaluating the quality of print and online publication venues where creative work appears, such as literary magazines or online/print cultural magazines (among them, *The New Yorker*). The primary criteria used in the field of creative writing is the acceptance rate of the venue. Other important criteria include the reach of the publishing venue (circulation, audience) and the status of the venue within the field (as determined, for example, by awards, prizes, and listings in authoritative sources). It should be noted that judgements in creative writing publication are almost always made by editors rather than by the process of peer review.

If no creative writing faculty member is serving on the Department Promotion and Reappointment Committee when a creative writing candidate is evaluated, the Department Promotion and Reappointment Committee will ask the Coordinator of the Creative Writing program for assistance in evaluating the venues in which the candidate has published. If the Coordinator of Creative Writing is being evaluated, a creative writing faculty member will be asked to give this assistance.

In the event that the English Department hires a faculty member for an interdisciplinary faculty position in Creative Writing and another field (e.g. Creative Writing and Literary Criticism), the evaluation of that faculty member's scholarly and creative work will fall to a committee composed of members from all relevant departments and programs.

C. Productivity Expected: Minimum Scholarship Expectations for Reappointment, Tenure, and Promotion

Creative writing faculty members are expected to publish original work of the highest quality in nationally recognized venues. This work will have received recognition from other established writers and from respected critical venues within the field of contemporary literature.

Tenure and Promotion to Associate Professor: Creative writing candidates for tenure and promotion to Associate Professor should have a series of publications (which may include but should not be limited to formally accepted and forthcoming work) in high-quality venues, as defined above. These publications should demonstrate a continuous and carefully planned program of creative work. Publications should be discipline appropriate and high quality. While recognizing individual differences, the Department expects candidates to have published, at a minimum, any one or more of the following since arriving at TCNJ:

- 1) One book (a book of poems, a collection of short stories, a work of creative nonfiction, a novel, or a hybrid creative work with a nationally recognized press.)
- 2) Fifteen poems in nationally recognized literary journals, magazines, or other nationally or internationally recognized venues.
- 3) Five short stories or novel excerpts in nationally or internationally recognized literary journals, magazines, or other nationally recognized venues.
- 4) Five works of creative nonfiction in nationally or internationally recognized literary journals, magazines, or other nationally recognized venues.
- 5) If a candidate works in various genres or hybrid-genres, the department would expect the equivalent of five prose works or fifteen poems. The department is treating one piece of prose as the equivalent of three poems.

Promotion to Professor: An applicant's work should demonstrate a continuous and carefully planned program of creative work since promotion to Associate and should, at a minimum, include one of the following:

- 1) One book (a book of poems, a collection of short stories, a work of creative nonfiction, a novel, or a hybrid creative work with a nationally recognized press.)
- 2) Fifteen poems in nationally recognized literary journals, magazines, or other nationally recognized venues.
- 3) Five short stories or novel excerpts in nationally recognized literary journals, magazines, or other nationally recognized venues.
- 4) Five works of creative nonfiction in nationally recognized literary journals, magazines, or other nationally recognized venues.

5) If a candidate works in various genres or hybrid-genres, the department would expect the equivalent of five prose works or fifteen poems. The department is treating one piece of prose as the equivalent of three poems.

Applicants may also pursue promotion to Professor through publishing a creative writing textbook with a nationally recognized academic or trade press known for its scholarly publications, whether in print or digital.

The scenarios above illustrate our minimum expectations for creative activity. As candidates progress in their creative work, and particularly as they aim for promotion to Full Professor, we expect their work will secure them recognition in the appropriate field. It is incumbent on candidates for promotion to Full Professor to demonstrate the increase in accomplishment and scope of recognition since their promotion to Associate Professor.

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

The English Department values a creative program that makes national or international impact. Such impact is judged by the venues in which work is published, citations and reviews of a candidate's work, re-printings, awards, course adoptions, and professional invitations to discuss one's work, to publish or present material, or to teach at other institutions and writers' workshops.

In keeping with TCNJ's Promotions and Reappointment Document, the Department uses the external reviews required for promotion to Full Professor (and optional for promotion to Associate Professor) as important but not definitive evidence of the scope and importance of a candidate's work.

Candidates are expected to articulate the coherence of their work in the essay submitted with the application for reappointment, tenure, or promotion. There are multiple ways to achieve a coherent creative program including writing on a certain set of themes or concerns or using a related group of methodologies or practices.