

Department of Political Science
The College of New Jersey
Disciplinary Standards for Reappointment, Tenure, and Promotion in Political Science

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.

Sarah Chartock

Department Chair

06/03/22

Date

Gene L. Wong

Dean

09/20/22

Date

Jim Glenn

Provost

May 8, 2023

Date

The Political Science Department will next review its disciplinary standards in Academic Year 2027-2028.

**Statement of Disciplinary Standards for Scholarship
For Reappointment, Tenure and Promotion
Department of Political Science
TCNJ**

Revised: July 10, 2012
Revised April 28, 2014
Revised: August 18, 2014
Revised: April 5, 2023

I. Purpose:

This statement articulates disciplinary standards for the evaluation of Political Science candidates applying for reappointment (including tenure) and promotion. It serves as a Departmental guide to the performance standards for scholarship called for in the TCNJ Reappointment and Promotions Document (RPD). In doing so, it attempts to take account of particular characteristics of the field of Political Science and of the Department of Political Science at TCNJ. The disciplinary standards will be used to clarify the scholarship expectations of the Department's Promotion and Reappointment Committee (PRC) and other reviewers, help applicants make informed career decisions, cultivate a supportive environment within the Department, and bring as much specificity and transparency as possible to the reappointment and promotion processes. (The RPD specifies expectations regarding teaching and service.)

II. Alignment with Key Institutional Values:

The American Political Science Association (APSA) and the International Studies Association (ISA) articulate professional standards that help guide the work of faculty in the Department of Political Science. The College's teacher-scholar model aligns with these standards with the expectation that faculty will excel in both teaching and scholarship, and will intertwine these two aspects of their professional lives. By appropriately infusing current scholarship in their teaching, faculty will foster in students the spirit of discovery, the acquiring of lifelong learning skills, critical inquiry, and the ability to disseminate knowledge. Adoption of this model grows out of the identity of TCNJ as a primarily undergraduate institution. More specific expectations regarding aspects of this professional framework are explored below.

III. Evaluating Scholarship

i. *Categories of Acceptable Scholarship:*

In addition to becoming excellent teachers, Political Science faculty members should be productive scholars with a cohesive plan for sustained scholarly achievement. The Department recognizes the merits of different types of scholarly, creative, and professional activity while emphasizing traditional scholarship. In all respects, the Department seeks to be flexible and supportive of its members in order to best help them contribute to the discipline and beyond it through theoretical, applied, or pedagogical work.

Similarly, the Department supports the advancement of teacher-scholars by mentoring newer faculty and providing tangible support appropriate to the candidate's rank and research needs. In assessing the scholarly work of applicants, the Department recognizes the distinctiveness of individual trajectories, the inherent cross-disciplinary nature of political science, and limitations of simple quantitative measures such as journal

rankings and citation counts. Also, the Department recognizes specific challenges for faculty members whose scholarship may involve fieldwork and international travel. Nevertheless, it is important to be as specific as possible in clarifying the standards used in evaluating the scholarly record of our colleagues.

The Department defines scholarship as the discovery, creation, and dissemination of knowledge with the ultimate goal of publication in appropriate peer-reviewed journals, edited volumes, and books. In evaluating an applicant's scholarship, there is no precise formula to weigh a book vs. articles, but generally a book would be considered the equivalent of two to four articles. The determination as to whether a book should be considered the equivalent of two, three, or four articles will be made by the Department's PRC based on the quality of the work, the length compared to standard articles, the complexity of the subject matter, and the nature and scope of the research involved. The quality and appropriateness of the journal is an important consideration in applying the above standard. The Department does not utilize a short list of preferred journals because of the diverse interests of the faculty, the large number of sub-disciplines in political science (many with respected journals), and the fact that several faculty teach in the interdisciplinary International Studies Program, thereby opening up further venues for suitable publication. In the absence of such a list, candidates for reappointment or promotion need to discuss the placement of their publications in their Professional Development Essay. Candidates should explain why the outlet was an appropriate one for the given manuscript by commenting on the journal's reputation, popularity, audience, specialization, or other appropriate factors. The explanation could refer to:

- Acceptance/rejection rates for the journal
- Sponsorship or affiliation of the journal
- Status of the journal in rankings of journals
- Inclusion in the Social Science Index
- Total circulation of the journal
- Citation frequency (for article or journal)

Placement in multidisciplinary journals or those outside the discipline of political science is accepted as long as the candidate adequately accounts for their choice in the Professional Development Essay.

As is the case for journal articles, it is the responsibility of the candidate to describe the nature of the scholarly contribution for other types of scholarship. For books (authored or edited) pertinent information would include the academic standing of the publisher, the acceptance process, published reviews, evidence of readership, and citation frequency. Law reviews, while not peer-reviewed publications, are standard outlets for legal scholarship. Candidates publishing in law reviews should clearly explain why the outlet is appropriate for the piece of scholarship and describe the significance of the contribution in the Professional Development Essay. Conference papers published as part of a conference Proceedings (rare for our discipline) should be similarly explained and the extent of peer review must be clarified. Their weight will vary accordingly. Conference papers, which typically lack peer review, are an important type of scholarly activity, but are regarded primarily as evidence of ongoing scholarly activity and a precursor to journal submission and acceptance. Likewise, book chapters, while common scholarly activities and evidence of external recognition of a candidate's expertise, are typically not subjected to a double-blind peer review process and therefore would not be accepted as meeting minimum publication requirements for tenure or promotion. In all cases, candidates seeking to use non-peer reviewed publications to meet minimum expectations of scholarly productivity must make the case in the Professional Development Essay that the quality and appropriateness of the outlet is sufficient for such consideration.

ii. ***Authorship:***

The Department recognizes co-authored pieces. The weight of co-authored articles varies by the contribution of the candidate and the quality of the scholarship. Although candidates for

promotion/reappointment may demonstrate scholarly activity through the publication of single or co-authored work, candidates should demonstrate the ability to produce single-authored work and/or lead or co-lead a research collaboration. The candidate should highlight his/her contribution to any co-authored work and the appropriateness and quality of the outlet. Although the department does not have a specified formula for determining how much credit a candidate should receive for a co-authored publication (a publication with two-authors does not necessarily equal half a publication), the PRC will consider that author's contribution and the quality of the journal and may decide that a co-authored publication does not merit the same consideration as a single-authored publication. This determination will be made by the PRC in consultation with the candidate, and the decision should be clearly communicated by the PRC to the candidate during formative and summative reviews when publication timing makes such communication possible for candidates for reappointment and tenure. These standards are also flexible to allow for publication in new venues and genres (again with the burden on the candidate to explain and justify the venue of choice and the value of the scholarly contribution).

iii. *Continuous Scholarly Activity / Scholarly Maturation:*

While publication in peer-reviewed outlets is the ultimate goal of scholarship, the Department also expects candidates for reappointment and promotion to be active scholars who regularly contribute to the discipline and/or the community. Other scholarly contributions can take the form of: scholarly presentations; invited lectures; applying for scholarly, programmatic, or teaching-related grants; writing reviews, acting as a referee, or serving on the editorial board of academic journals; applying scholarship in the community (community-engaged research); providing policy advice or testimony to government or non-profit agencies; organizing conferences, workshops and panels; using one's expertise by serving on a board or governmental entity; media appearances or citations in the media; the creation of datasets; the development of computer software, or a combination of these activities. The candidate should provide information regarding the importance of the activity, the prestige of the organization, and anything else that faculty reviewers should take into account in assessing the value of the scholarly contribution. External grants in political science are limited in number and highly competitive; obtaining one is viewed as an indicator of exceptional merit rather than something that can be expected of a candidate for tenure or promotion. Collaborative research efforts leading to joint authorship and publication with an undergraduate student are valued but not required of political science faculty applying for reappointment and promotion.

In sum, an applicant's Professional Development Essay should explain how and to what degree scholarly goals have been reached. Having a defined plan should not discourage the scholar from experimenting in new directions of research, despite the obvious tension that might result. The above expectations express supportive norms, not procedural limitations, and seek to expand, not limit scholarship opportunities. The Department's objective is to establish scholarship practices and assistance to empower its members to make significant contributions to the field, the College, and the Department in ways that best suit their individual strengths. The broader range of scholarly activities identified above give further evidence of scholarly achievement and may occasionally be used to deviate from the norm-- i.e., in their collective weight to substitute for, or serve as the equivalent of, a peer-reviewed article. However, the candidate must make a strong case. Service as a Department chair or program director, as well as in another key administrative post, may also be cause for a downward adjustment in this standard, although the individual is still expected to pursue an active research agenda. Finally, as per the Reappointment and Promotions Document, candidates for reappointment and tenure are reminded that publications are considered as evidence for reappointment and tenure if they have been produced during the applicant's period as a member of the faculty at TCNJ, unless otherwise negotiated at the time of appointment. While the entire body of a candidate's scholarly work provides evidence as to a pattern of continuing scholarship in support of promotion, works finished since appointment at the college or since the last promotion are required for promotion and carry greater weight.

iv. Expectations for Varying Categories of Review and Promotion

Reappointment during probationary period: For pre-tenure reviews, the candidate should show consistent, satisfactory progress in implementing their research plan by detailing in their Professional Development Essay and supporting materials their progress made up to the point of the formative or summative review.

- A typical candidate will have at least **one peer-reviewed article** published or accepted for **publication by the time of their third-year review** and other papers in development. That said, new faculty need to acclimate to our institution, class preparation, and other challenges. Further, we encourage new faculty to submit their work to prestigious and well-read publications, which may result in a longer time to publication. The Department recognizes that other factors outside of the candidate's control influence the pace of the publication process in the discipline. Candidates can show progress toward publication by detailing the work completed on in-progress research, describing potential scholarly outcomes, and documenting paper submissions and revisions.

Tenure and promotion to Rank of Associate Professor: Reappointment to a seventh (tenure) year requires sustained scholarly achievement since the initial appointment.

- Normally this would mean **three peer-reviewed articles** in appropriate scholarly journals accepted by the time of application for tenure. A peer-reviewed **book is considered the equivalent of approximately two to four peer-reviewed journal articles** (determined by the PRC based on the quality of the work, the length compared to standard articles, the complexity of the subject matter, and the nature and scope of the research involved).

Promotion to rank of Professor: Promotion requires a sustained pattern of scholarly achievement since attaining the rank of Associate Professor, with evidence indicating the maturation of the scholarly record.

- To meet the standard of a sustained pattern of scholarly achievement, at a minimum, the candidate is expected to have an **additional three peer-reviewed articles** published or accepted for publication in appropriate, scholarly journals **since the time of promotion to Associate Professor**. A peer-reviewed book is considered the equivalent of between two to four peer-reviewed articles (determined by the PRC based on the quality of the work, the length compared to standard articles, the complexity of the subject matter, and the nature and scope of the research involved).

Candidates can demonstrate scholarly maturation in various ways, including, but not limited to:

- (1) publishing in prestigious outlets,
- (2) completing more ambitious and larger projects,
- (3) further development of themes present in earlier research in their later work,
- (4) extending networks of collaboration to new colleagues and students,
- (5) securing external grant funding,
- (6) utilizing new (to the candidate and/or the discipline) methodologies, and
- (7) producing public-facing scholarship with local, state, or federal government entities or nonprofit organizations.

The candidate should clearly state in the Professional Development Essay how their published work shows evidence of scholarly maturation. The Department recognizes that scholarly interests may change during an academic career and encourages its members to pursue excellence in scholarship even if that means areas of scholarship evolve over time. While scholarly maturation should not be seen as a reason to restrict the research agendas of faculty, candidates for promotion are reminded that external reviewers of scholarship are asked to comment on how the candidate's published scholarship demonstrates maturation and should

take that into consideration as they plan and develop their research agenda. In providing evidence of scholarly maturation, candidates may refer to scholarship produced before promotion to Associate Professor.