

Original Adoption: February 10, 1997  
Effective Beginning Fall 2024  
Revised Adoption: March 2024

Department of Political Science  
Lamar University

**Promotion and Tenure Criteria**

**PROMOTION CRITERIA**

**General Criteria for All Positions**

1. Ph.D. in Political Science, Public Policy, Public Administration, or a related field.
  - A. based on tradition that a university professor must be an expert in his/her field;
  - B. since the Ph.D. is a research degree, there is an assumption for future research in adding to human knowledge.

**I. Promotion to Professor**

Criteria: Achieving the minimum outlined below does not guarantee promotion. Quality of work product is considered. Accomplishments since the last promotion are considered for promotion to Professor.

- A. Superior teaching effectiveness – A Professor must have excellent rapport with students and must be able to communicate his/her expert knowledge to students. This can be demonstrated by the **following (in order of importance)**:
  - i. by student evaluations and peer evaluations – **the candidate for promotion should show that they have considered their evaluations and used them to effectively improve their courses**
  - ii. new course and curriculum development
  - iii. maintaining a grade distribution and drop rate that does not radically depart from departmental undergraduate or graduate standards

- iv. extra assignments, such as direction of theses, internships, honors program, and readings courses
- v. effective participation in mentoring
- vi. receipt of awards, honors, scholarships, fellowships associated with teaching excellence

B.



## **II. Promotion to Associate Professor with Tenure**

### **1. Criteria**

- c. Published article(s) in refereed journals appropriate to the discipline, a cognate discipline, or an interdisciplinary work that requires significant expertise within the discipline
- d. Refereed book chapter(s) appropriate to the discipline, a cognate discipline, or an interdisciplinary work that requires significant expertise within the discipline published by a reputable press
- e. Securing an external research grant as P.I. or co-P.I.
- f. Editor or coeditor of a refereed book appropriate to the discipline, a cognate discipline, or an interdisciplinary work that requires significant expertise within the discipline published by a reputable press (Weighted as two)
- g. Invited book chapter
- h. Textbook appropriate to the discipline, a cognate discipline, or an interdisciplinary work that requires significant expertise within the discipline published by a reputable press (Weighted as two)
- i. Textbook chapter appropriate to the discipline, a cognate discipline, or an interdisciplinary work that requires significant expertise within the discipline published by a reputable press
- j. Participating on an external grant team
- k. Securing an internal grant
- l. White Paper report resulting from community-oriented research
- m. Book review for refereed international, national, or regional journal appropriate to the discipline, a cognate discipline, or an interdisciplinary work that requires significant expertise within the discipline
- n. Invited talk in area of expertise

C. Contribution of service to college or university affairs. Although leadership is a highly valued part of service, the department does not expect tenure-track faculty to take on leadership roles. Active participation is the important criteria for tenure-track faculty. **Candidates for promotion to Associate Professor with tenure are encouraged to focus on items d through k, with leadership being the expectation for promotion to iradeT4 iT6)3(n)to the expectuc 0Tw@InBrÍC.**

C.

- b. Service in leadership roles on university and professional bodies
- c. Recognition by peers for leadership ability
- d. Service on college or university committees and councils, and/or documented, effective contributions.
- e. Strong, documented contribution to department goals
- f. Community service based upon professional expertise, such as, but not limited to: providing discipline-specific service to public schools and organizations, such as judging academic competitions or doing workshops and presentations for classes or school groups; presentations and speeches to civic groups and organizations, such as Life-Long Learning; authoring discipline-specific materials for newspapers and other popular press outlets; giving discipline-specific interviews to the media; membership on community boards, committees, and organizations requiring professional knowledge, such as local historical associations or government planning units
- g.