January 16, 2014

To: Philosophy Faculty

 Steven Reynolds, Faculty head

From: Philosophy Personnel Committee

 Elizabeth Brake

 Douglas Portmore (Chair)

 Steven Reynolds

Re: FAR Guidelines in Research for Philosophy

Dear Colleagues,

In accord with SHPRS bylaws, policies and procedures as we understand them, the standards for performance evaluation in research are the responsibility of the disciplinary personnel committee with the approval of the disciplinary faculty. The SHPRS Personnel Committee will establish school guidelines for teaching and service. Since the school has established a 3-point integer system, we have followed that system. We submit these new criteria for discussion at the first Philosophy faculty meeting in 2014 and for your approval.

New Research Criteria in Philosophy

**3.** An active and successful research program with a significant record of publication. Some examples of what would count as a significant record of publication over the three-year review period are: (a) three articles and/or book chapters published (or forthcoming) in highly respected venues (i.e., highly respected journals and/or edited volumes); (b) a scholarly monograph published (or forthcoming) with a prestigious press; (c) two articles and/or book chapters published (or forthcoming) in highly respected venues and a commensurate number of other shorter publications (such as book reviews and encyclopedia entries); (d) an edited volume in which the editor also has a lengthy introduction or essay and two articles or book chapters. A successful research program is also facilitated by external grant funding, receiving and submitting major grants or fellowships counts toward outstanding performance. Invitations to speak, especially keynotes, and active participation in conferences and meetings can also be an indication of a successful research program.

**2.** A research agenda with a record of ongoing work, including publications, presentations, and/or grants (or grant applications), normally with a couple things published (or forthcoming) over the past three years. Evidence of ongoing work includes grants, book contracts, research fellowships, conference presentations, and evidence of progress on a book-length publication.

**1.** No research agenda, no grants, no publications of any kind and no evidence of research work or writing in progress.