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Tenure and Promotion Guidelines for Philosophy (Revised November 29, 2017)

For the timing of tenure and promotion reviews, including early reviews, consult the ACD Manual.

I. Introduction

According to [ASU's charter](#), "ASU is a comprehensive public research university, measured not by whom it excludes, but by whom it includes and how they succeed; advancing research and discovery of public value; and assuming fundamental responsibility for the economic, social, cultural and overall health of the communities it serves."

ASU is committed to strengthening its local impact and social embeddedness, building resources for meeting the needs of 21st century learners, and increasing student success through personalized learning pathways. ASU faculty teach, learn, discover, and innovate through research or creative activity and teaching that address a range of pressing social, technical, cultural and environment challenges. ASU values disciplinary and interdisciplinary research, discovery and scholarship.

II. Philosophy Faculty: Mission & Objectives

The mission of the philosophy faculty is to produce and disseminate original scholarship; to foster student learning in the field, and also skills of communication, critical thinking and analysis through effective teaching, advising, and mentoring; and to provide service to the college, the university, the profession, and the community. Our faculty and students study the major areas of philosophy with an emphasis in practical and applied philosophy. The skills our students learn are transferable to a wide range of careers and for life-long learning.

We believe that, nationally as well as here at ASU, universities are moving toward a new model of academic inquiry in which familiarity with theories, methods, and research results in other disciplines and the ability to productively engage with and use research in a variety of disciplines is the emerging norm. That new model is well suited to philosophy as practiced at ASU given that many subfields in philosophy are interdisciplinary by nature—for example, philosophy of law, applied ethics, experimental philosophy, and feminist philosophy. Most branches of philosophy that did not originate from interdisciplinary concerns are now heavily influenced by research in other fields, particularly empirical and theoretical work in psychology. Philosophy of mind is now closely connected with neuroscientific work as well as work on artificial intelligence. Epistemology has been influenced by cognitive science and experimental work in psychology; and the subfield of feminist epistemology has been influenced by work in women's studies and critical race theory.

We also believe that both nationally and at ASU the emerging emphasis is on developing theoretical tools useful to addressing real world problems. In philosophy, the various areas of applied ethics—for example, environmental ethics, bioethics, animal rights, business ethics, and engineering ethics—are the most obvious and perhaps most vital way in which philosophy contributes to addressing real world problems. Philosophers' development of theories of happiness and well-being are central to designing appropriate ways of measuring human well-being or happiness. Theoretical work in political philosophy finds its application in, for example, an analysis of the conditions for justice nationally and globally, the

formulation of a conception of human rights, and the assessment of enacted and proposed laws.

Tenure and Promotion to Associate Professor

Each candidate for promotion to Associate Professor with Tenure will be judged in three categories, Research, Teaching, and Service. To be recommended for tenure and promotion, the candidate must present an overall record of excellence in research and teaching and provide evidence of satisfactory achievement in service.

Research. Candidates for tenure and promotion to associate professor should show real promise of becoming leading scholars.

Quality of publications is the central criterion for tenure and promotion to associate professor. Among the factors used in assessing the quality of a candidate's publications are: originality and significance of the project, stature and selectiveness of the publishing venue, appearance in a refereed venue, and impact of the work nationally and internationally. External referees' assessment of the quality of the work also plays a significant role in the review committee's deliberations.

Because quality of publications is the central criterion, there is no set number of publications that is necessary or sufficient for a positive assessment of the candidate's research. Tenure candidates in philosophy would be well advised to aim for at least six publications. Candidates should also be aware that the review bodies will pay particularly close attention to their publication record while at ASU. Candidates are also encouraged to measure their performance against successful tenure cases in their research areas at peer institutions.

It is important that some of the publications be accepted in highly regarded, peer-reviewed journals in the candidate's field of research. Articles published electronically are assessed by the same standards as printed publications. Chapters, encyclopedia articles, or substantial introductions contributed to anthologies are evaluated on the basis of the quality of the work itself, the quality and importance of the volume, whether the contribution was refereed, and the extent to which, if invited, the invitation is an indication of the candidate's authoritative stature in the field. In some cases, encyclopedia entries, such as to the *Stanford Encyclopedia of Philosophy*, may be treated as equivalent to a journal article. Candidates are advised to seek the Personnel

Committee's advice on publishing venues and types of publication.

Monograph publication is not the norm in philosophy for candidates coming up for tenure and promotion to associate review. Candidates who do have a published monograph would be well advised to also have some articles in refereed venues. It is important that the monograph be published by a well-respected university or academic press. Edited anthologies, translations with a critical introduction and/or scholarly annotations, and edited special issues of journals contribute to one's research portfolio, but they do not count as much as original research and writing. Tenure candidates should thus think carefully about where to invest their research energies. Monographs or edited collections that appear designed for classroom use and to compete in the textbook market are standardly given less weight by external referees and by the review committee in philosophy.

Co-authored articles or books will be assessed by the same standards as single authored articles and books. The candidate should indicate the proportion of their contribution to a co-authored publication. The candidate will receive credit in proportion to the contribution to the co-authored work.

A manuscript must be complete and accepted by a publisher and "in production" in order to count towards promotion and tenure as a publication. "In production" indicates the completion of all work on the manuscript by the author, including all revisions, with the exception of editing associated with production (such as copyediting, page proofs, and indexing). Similarly, articles and book chapters must either be "in print" or "forthcoming" in order to be counted as publications. "Forthcoming" means that an article or book chapter has been accepted for publication and requires no further authorial revisions or editing, with the exception of editing associated with production (such as copyediting and page proofs). *College and University review committees strongly favor page proofs as evidence of completion.* However, given the length of time manuscripts may spend in the review process and/or in the publication queue after final acceptance (which may be more than a year), page proofs may not be available. If page proofs are not yet available, candidates should provide a letter of final acceptance from the journal or press.

Work in progress and work submitted but still under review will be considered as evidence of a sustained research trajectory.

Tenure and promotion candidates are expected to have been active in presenting their work in local and national venues, if not also international ones. Candidates are thus advised to submit their work for conference presentations and should indicate whether conference contributions are refereed or not. Invited lectures provide evidence that the candidate's work is recognized within the larger profession of philosophy.

Although it is advisable for candidates to focus their research energies on scholarly production, conferences and invited book reviews are evidence of public recognition of the candidate's standing in his or her field of research and hence count towards research. Manuscript reviewing for respected journals and presses counts towards service.

External funding is not required in philosophy; receipt of either external or internal awards, grants, or fellowships weighs in the candidate's favor while its absence is not a negative.

Teaching

Candidates for tenure and promotion to associate professor should be strong teachers, active in mentoring students and in contributing to the quality of the undergraduate and graduate curriculum. Quality of teaching is judged primarily by student evaluations of teaching and peer evaluations by faculty. At least one peer evaluation, though others are encouraged, will be conducted before the 3rd year review. Two additional peer evaluations—one of a 100 or 300-level course and one of 400 or 500-level course—will be conducted before the tenure review.

Nomination or receipt of teaching awards, curricular development, innovation in teaching strategies are all positive indicators of quality teaching. Evidence of mentoring includes serving on or chairing thesis committees, overseeing internships and independent study projects, advising student groups at either the undergraduate or graduate level, involvement of students in the candidate's research projects. Pre-tenure faculty are not expected to chair graduate thesis committees. All faculty members are expected to participate in the full range of courses, including a share each semester of service courses.

Service

Candidates for tenure and promotion to associate professor are expected to have done regular service for the philosophy faculty. Service at school, college, and university levels counts in the candidate's favor. Given the importance of establishing a publication record and of developing one's teaching during the pre-tenure period, the expectations for service contributions are lower than for tenured faculty. In addition, some service to the profession will count in favor of the candidate. This includes refereeing for journals or respectable presses, being in conference program committees, public outreach and so on.

Promotion to Full Professor

Research. Candidates for promotion to full professor are expected to have established a national and international reputation in their field(s) of research. Reputational evidence includes citations to the candidate's work, invited colloquia or conference presentations, invited keynote lectures, service in editorial positions (e.g., editor, editorial board, book review editor) for journals and book series, elected office in professional philosophical associations, journal and book manuscript reviewing, and external tenure and promotion reviews.

Candidates are expected to have a sustained record of scholarly activity, with publications continuing to appear on a regular basis since the previous promotion. Assessment of the quality of publications and the weight attached to different sorts of scholarly activities will be according to the same standards as for tenure and promotion to associate professor.

Because quality of publications and national and international reputation are the central criteria, there is no set number of publications that is sufficient for a positive assessment of the candidate's research. That said, at least some of the candidate's published work should be considered leading contributions to the candidate's field of research.

Teaching

Quality of teaching will be assessed by the same measures as for tenure and promotion to associate professor. In addition, candidates for promotion to full professor are expected to be significantly involved in graduate education, especially in the form of chairing and serving on graduate thesis committees. Other types of pedagogical contributions including mentoring at the undergraduate level will be looked upon favorably.

Service. Candidates for promotion to full professor are expected to have accepted significant internal service on philosophy faculty, school, college, and/or university committees and to be active in some external professional service roles. The latter include conference organizing, editorial-related roles for journals and book presses, office in a professional philosophical organization, external tenure and promotion reviews, and manuscript reviewing.