

STATEMENT #1

(Issued 1970, revised May 8, 1989)

The criteria for awards of tenure and/or promotion are in general terms familiar to all: quality of mind, creativity, scholarship, teaching effectiveness, and contributions to the university and the profession. The Committee looks for evidence of excellence in all of these areas in every candidate, but does not apply a rigid formula.

We expect evidence of excellence in scholarship in all tenure and in all promotion cases. In tenure cases, clear promise of continued productive scholarship is particularly important. Cases involving promotion of previously tenured faculty should confirm that initial promise is being realized and that the candidate has achieved substantial professional recognition. The quality of the scholarship is traditionally judged by one's peers through published works. Papers read at meetings of learned societies, lectures to knowledgeable public groups, and participation in colloquia or panel discussions at one's own or other universities may also be given consideration. Creative works—literary, artistic, engineering, and other professional—are further kinds of evidence for the judgement of quality of mind.

We look for excellent teaching and advising. Innovative teaching in all areas is valued. We hold that research is directly and indirectly related to quality and substance of teaching and believe that creative engagement in new developments within the field is essential. Among the criteria used are student evaluations, peer assessments, and other appropriate measures. Unless a teacher is renewed intellectually, a high quality of teaching cannot be maintained.

Participation in the academic community is also part of the normal expected responsibilities of a Tufts professor. The quality of this kind of activity constitutes part of an individual's credentials, as does the role an individual plays in the wider community. In the area of service, the Committee does distinguish between tenure and promotion-only cases. In promotion-only cases, we expect a solid record and commitment to university and professional life. Our expectations are less in tenure cases, but we always look for demonstrated capacity to serve and quality of service.