Tenure and Promotion
Statement 12 (Issued 2005, revised 2013)

The general criteria for the award of tenure and promotion at Tufts University have remained essentially unchanged since they were first articulated in Statement 1 (1970, revised 1986 and 1989). Nevertheless the Tenure & Promotion Committee has periodically found it useful to clarify these criteria, first by publishing Statement 12 in 2005 and subsequently revising it in 2013.

The Committee reiterates that recommendations for tenure and for promotion are based on a comprehensive evaluation of each candidate’s scholarship, teaching, and service. We emphasize that there is no universally applicable standard of scholarly productivity that entitles a candidate to a positive recommendation. Because expectations regarding forms of scholarly output (e.g. books, journal articles, translations, artistic works) vary among the disciplines, the departmental statement should clarify such expectations. In addition to scholarship, serious consideration is also given to teaching and service. To evaluate teaching, the Committee examines course evaluations and letters from mentees. Comparisons of the candidate’s course evaluation scores with averages from other faculty teaching the same or similar courses are important. The Committee also welcomes additional evidence of enthusiasm for and innovation in teaching. In evaluating service, the Committee considers participation in the academic community at the departmental, university and professional levels.

Tenure & Promotion to Associate Professor

In evaluating scholarship for tenure cases, the Committee looks for evidence of significant scholarly accomplishments coupled with the clear promise of continued productivity. The general criteria used to evaluate tenure cases are as follows:

- **Scholarly productivity.** The totality of the candidate’s scholarly works in relation to time will be considered. Periods during which the tenure clock has been stopped will not be included.
- **Evidence of scholarly contributions distinct from those of mentors and collaborators.** In many fields collaboration is necessary and highly valued, and the ability to establish fruitful collaborations with excellent colleagues is viewed positively. Nonetheless it is essential that the candidate’s individual contributions be clearly explained and demonstrated.
- **Significant contributions to the candidate’s field of study.** The letters written by outside experts provide an indispensable measure of the candidate’s scholarly impact. It is therefore of the greatest importance that these letters be obtained from distinguished colleagues with an arms-length relationship to the candidate who can objectively evaluate the significance of the candidate’s scholarly contributions.
- **Teaching:** The Committee looks for evidence of excellence in teaching and mentorship.
- **Service:** Candidates are expected to have demonstrated a willingness to contribute to the greater academic community at the departmental, university or professional levels.

Promotion to Full Professor

The typical interval before candidates would put themselves forward for promotion to full professor is six years post-tenure. In the belief that the strength of a university is based on the intellectual achievements of its faculty, promotion will be based primarily on evidence of scholarly contributions and stature within the candidate’s field. However, recommendations for promotion are based on a comprehensive evaluation of the candidate’s scholarship, teaching, and service, and the Committee expects demonstrable contributions in all three areas. The general criteria used to evaluate promotion cases are as follows:
• **Scholarly productivity.** The Committee expects candidates for promotion to show a level of scholarly accomplishment since tenure that equals or exceeds whatever was required to earn tenure.

• **Significant contributions to the candidate’s field of study.** Candidates for promotion should have well-established reputations in their fields; this includes international recognition in fields where it is appropriate.

• **Teaching:** Candidates for promotion are expected to demonstrate a continuing commitment to excellence in teaching and mentorship.

• **Service:** The Committee looks for evidence of active participation in departmental, university and professional life.