

Tenure and Promotion Department of English

The English Department standards for tenure and promotion are consistent with the standards for tenure and promotion articulated in the faculty handbook. This document offers a more detailed understanding of those standards as they may be realized by faculty teaching in an undergraduate English program that offers major emphases in literature, education and creative writing, that offers required courses in both Freshman and Advanced Composition, and that offers a varied selection of both lower- and upper-division general education courses.

Tenure

Tenure will be awarded to the candidate who has demonstrated success in teaching, scholarship and/or creative writing, and undertaken service. When it awards tenure, the department agrees a faculty member is professionally committed (1) to teaching those students the department serves, (2) to shaping a record of scholarly and creative achievement, and (3) to exercising service within the department, within the college and/or university, or within the profession and/or the community.

- I. The requirements for tenure include, but are not limited to, the following:
 - a. A terminal degree or equivalent in the appropriate field. For example, a Ph.D. in English or related area, an Ed.D. in English Education, or an MFA in creative writing.
 - b. A standard probationary period of no more than six years. Beginning with appointment to the rank of full-time instructor or a higher rank, the probationary period at Washburn University shall not exceed six years. At least three of these six years must be at Washburn as a full-time instructor or higher rank. Up to three years credit may be granted for full-time teaching service at Washburn or other institutions of higher education as decided at the time of initial tenure-track appointment.
 - c. Evidence of success in teaching as demonstrated by (1) positive peer and chair evaluations of classroom teaching, (2) positive student evaluations on student perception forms or on any other approved evaluation instrument(s), and (3) evidence of self-reflection on teaching, student learning and accomplishments, course innovations, peer evaluations, and student perception forms.

- d. A record of ongoing scholarship and/or creative achievement as evidenced by the digital or print publication of scholarly journal articles, chapters, and/or essays; scholarly editing of literary texts for publication; presentation of scholarly papers at international, national, and/or regional conferences; presentation of international, national, regional, and local workshops and/or classes as a guest lecturer; publication of book reviews; and active participation in academic conferences and workshops; or, for those faculty in the writing emphasis, an ongoing publication of fiction, poetry, creative nonfiction, and/or criticism (especially as appropriate to an individual's emphasis) in journals of the arts, collections of creative work, and/or book-length works, criticism in journals of the arts, in collections of creative work, and/or through book-length works.
- e. Consistent demonstration of active participation in committees at the department level, and within CAS and/or at University levels, as appropriate; serving as a representative of the University where professionally appropriate; and serving within the community where professionally appropriate. Service may also include serving in official capacities for conferences and in national organizations where professionally appropriate.

Promotion

Assistant Professor rank is given to a faculty member with the terminal degree who has less than seven years of experience and is hired with the understanding that the candidate is capable of earning tenure.

- II. The requirements for promotion to **Associate Professor** include, but are not limited to, the following:
 - a. Must have completed six years of full-time, college-level academic experience, the last of three which must have been at the Assistant professor rank. If the petitions for tenure and promotion are not made simultaneously, a candidate may petition for promotion to Associate Professor in any year after securing tenure.
 - b. Successful teaching as defined for tenure.
 - c. A continuing record of ongoing scholarship and/or creative achievement, as defined under "Tenure."
 - d. Demonstrated commitment to active participation in committees at the department level, and within CAS and/or at University levels, as appropriate; serving as a representative of the University where professionally appropriate; and serving within the community where professionally appropriate. Service may also

include serving in official capacities for conferences and in national organizations where professionally appropriate.

- III. The requirements for promotion to **Professor** include, but are not limited to, the following:
- a. Must have completed ten years of full-time college level academic experience, four of which must have been at the Associate Professor rank.
 - b. Continued successful teaching as defined for the Associate Professor rank.
 - c. A significant record or body of work of ongoing scholarship and/or creative achievement, as defined under “Associate Professor,” with special consideration for book-length works, teaching resources and texts, and collaborative projects. Faculty in the writing emphasis must sustain their publication of fiction, poetry, creative nonfiction, and/or criticism in journals of the arts, in collections of creative work, or through book-length works.
 - d. Demonstrated commitment to active participation in committees at the department level, and within CAS and/or at University levels, as appropriate; serving as representative of the University where professionally appropriate; and serving within the community where professionally appropriate. Service may also include serving in official capacities for conferences and in national organizations where professionally appropriate.