

DEPARTMENT OF ANTHROPOLOGY CRITERIA FOR TENURE & PROMOTION

With a premier applied anthropology program, the USF Department of Anthropology expects tenure earning/tenured faculty to make substantial contributions to the mission of educating students about anthropological perspectives and their relevance to a liberal arts education for a range of careers. To achieve this mission, faculty members are expected to demonstrate and maintain excellence in basic and applied research and scholarship and to engage in significant university, professional, and public/community service.

The Anthropology Department recognizes the principles of equity of assignment, resources, and opportunity of faculty across a multicampus university. In this spirit, the following department criteria for tenure and promotion are intended to conform to relevant College, University, and Board of Trustees guidelines and the USF/United Faculty of Florida Collective Bargaining Agreement, and have the intent of furthering the mission of the University of South Florida and the Department of Anthropology. It should be noted that the departmental criteria discussed here were revised after the USF Tenure and Promotion Guidelines were completed in 2015.

A. Tenure Expectations

The Department of Anthropology has developed criteria using identifiable performance outcomes, for the evaluation of tenure and promotion in three specific areas: teaching, advising, and mentoring; research/creative scholarly work; service to the university, the profession, and the public/community.

Tenure and promotion will be recommended only for faculty who demonstrate sustained teaching excellence, excellence in research/scholarship, and ongoing beneficial service carried out in the s

The record of teaching activities leading to tenure and promotion must provide evidence of excellence in teaching as specified in the discipline of anthropology.

for achieving job/career or additional academic goals upon completion of their degree. Specific criteria for mentoring and advising and student outcomes are outlined below.

Mentoring and Advising The successful candidate must demonstrate attention to mentoring and advising undergraduate and graduate students in the context of individual abilities, interests, and differing opportunities. This responsibility includes recommending and supporting the development of candidates demonstrate successful advising/mentorship of undergraduate students, research assistants, and/or MA/PhD students in the years leading up to tenure.

Student Outcomes Excellence can be assessed through specific mentoring outcomes, such as former student career placement, student grants and awards, student learning outcomes, and mentoring provided for undergraduates, honors undergraduate theses and MA and PhD graduate students in our department as well as in other departments.

Engagement and Commitment

Candidates are expected to demonstrate teaching excellence through their documented efforts to improve their teaching performance. Evidence of commitment to pedagogy includes participation in training sessions, workshops, and conferences devoted to pedagogy in higher education, or in

(and promotion) commendation. Faculty members are expected to apply for grants during the pre-tenure period and throughout their professional careers.

Funding is not always required to carry out successful and important applied anthropological research. Therefore, faculty members should document their successful internal and external proposals as well as any unfunded research and the scholarship that emerges from these projects.

Example 7 An edited volume published by a major press consists of ten peer-reviewed publications (articles or chapters) with at least half representing substantive work by the faculty member (e.g., solo author or first author) and these should appear in journals of national or international scope. Receipt (as PI or CoPI) of a significant internal grant (e.g., NSF, NPS) or two or more other types of grants (e.g., USF, local, foundation)

- ii. Prior to the start of the term in which the review is conducted, the Committee will elect a Chair from among its members. The Chair will preside over the committee for all Professor Promotion cases for that year. The Chair will be responsible for summarizing the Committee vote and drafting the written evaluation for each case.
- iii. Based on the timeline established by the Dean and the Provost, a meeting of the Committee will be scheduled to discuss the Professor Promotion cases. All full Professors, except the Department Chair, are expected to read all the application files, attend the meeting, and participate in the discussion.
- iv. Once the discussion ends, a vote by secret ballot will be taken. Members of the Committee who cannot attend the meeting should submit their vote to the Committee Chair at least 24 hours before the meeting commences.
- v. All full Professors are expected to vote for or against the Professor. Faculty members may not abstain from voting unless they have a conflict of interest that would prevent them from fairly judging the case. Faculty with a conflict of interest should not attend or participate in the meeting. A faculty member who wishes to abstain must provide written justification to the Committee Chair.
- vi. The Committee Chair will record the Committee vote in the application file, and insert the narrative evaluation in the file, before forwarding to the Department Chair for review.
- vii. The Department Chair will add her/his narrative review, and is responsible for ensuring the file is complete by the deadline established by the College.

I. Review Schedule (Midure; Tenure and Promotion to Associate Professor, Professor Promotion)

- i. Each year the Chair will establish the date on which all completed mid