

RETENTION, TENURE AND PROMOTION CRITERIA FOR SOCIOLOGY DEPARTMENT

Faculty under review of the RTP (tenure track) process will be expected to show good performance in the area of teaching. Faculty will also be expected to show evidence of contributions in the areas of scholarship and/ or service to the university as an institution and/or community organization or governmental bodies, which may benefit from university faculty activity.

A. TEACHING

The teaching philosophy of the Department espouses a high quality, innovative sociological quest for knowledge and application of that knowledge. To this end, teaching should include imaginative programs and pedagogues, which stimulate creative and critical thinking, critical writing, and teaching techniques that build problem solving competencies. Teaching should also include development of sociological understanding of concepts, methods, and specialties and promote awareness of sociological expertise and applications utilized for the betterment of present and future societies. The mission of the Department's instructional programs is to encourage a sociological understanding that instills a multicultural and global perspective, and promotes a sensitivity to all peoples including understandings of race, ethnicity, citizenship, disability, gender, age, sexuality, sexual orientation and reinforces the University's mission of service and dedication to communities and the world at large.

1. A central mission of the faculty is to enable students to comprehend and to utilize knowledge through scholarly intellectual activity. Toward that end faculty are expected to continually learn about pedagogy to carefully consider how to teach as well as what to teach. They are expected to set clear expectations of success and to instruct with strategies that are responsive to diverse learning styles. Faculty should involve students actively in the learning process and employ various instructional techniques including teaching writing, critical thinking, cooperative learning, active learning strategies and approaches that engage students in community issues.
2. Teaching activities include, but are not limited to:
 - Classroom teaching
 - Curriculum and/or course development
 - Program development
 - Development of innovative pedagogy
 - Supervision of fieldwork, independent research, and library research
 - Field studies and community research activities with student internships
3. The evaluations of instructional performance should consider the scholarly content and currency of courses, classroom performance, the incorporation of

critical thinking, efforts undertaken to improve instruction, interdisciplinary and multidisciplinary activities, participation in course or curriculum development, pedagogical innovations i.e. community organization and outreach activities that help students make a difference in the lives of the people they are studying and effective use of advanced educational technology, if appropriate.

4. Evidence of instructional performance should include, but is not limited to, the following: peer evaluations; student evaluations; a list of courses taught; samples of instructional materials, such as syllabi, examinations and other assessment tools, handouts; documentation of outcomes of innovative instructional strategies; and description of new courses and/ or curriculum materials.

B. SCHOLARSHIP

1. The mission of the Sociology Department encourages scholarships that makes a contribution to the discipline of sociology and/ or applies sociological knowledge to other related disciplines that are enhanced by the sociological imagination. It is essential to the Department's Mission that each faculty member demonstrates continued commitment, dedication, and growth as a scholar. In all cases, scholarship results in an original contribution to knowledge or understanding in the field through research and includes the dissemination of that knowledge beyond the classroom.
2. Although we consider peer-reviewed publications of any type to be of high importance, a definition of scholarship for the Sociology Department should not be restricted to only these publications. For our definition of scholarship to reflect current and future trends in sociology, diversity and creativity in the forms of scholarship are important. Scholarship and evidence of scholarly activities include, but are not limited to:

Applied research papers

Community- based research projects

Papers published or accepted for publication in peer-refereed journals

Books or manuscripts recognized by peers in specialty areas

Published book chapters of original material and original monographs

Papers published in high quality practitioner journals

Papers published in refereed proceedings

Refereed paper presentations at professional meetings including abstracts

Published in refereed proceedings

Invited papers presented at professional meetings

Working papers

Work in progress

Grant or contract research

Computer software development

Reports to commissions and other professional bodies

Special recognition and awards for research

Published book reviews
Service on editorial boards
Research papers for non- academic audiences
Sociology videos and documentaries

C. INSTITUTIONAL AND COMMUNITY SERVICE

1. Evaluation of Collegial Participation and/ or Leadership in Department, College, and/ or University Service. Cite specific significant accomplishments. Include evaluation of evidence indicating the quality of such service, (i.e., authorship of reports, ideas and programs implemented, duties as an officer, Chairpersonships.)
2. Evaluation of Service to local, regional, state, national, and international communities, and community based groups, including serving in an advisory capacity, conducting research on behalf of community groups particularly those that are marginalized from traditional sources of resources. Evaluation of Service may also include presentations to non-academic organizations. Explain the nature of the service including how the expertise of the candidate helped in carrying out the goals of the individual presentation, project, or service. Describe the Service. Did the Service fit into the overall mission of the goals of the Department, and/ or School, and /or University?