

Updated 10/12/04

**Criteria for Appointment and Promotion**  
**Department of Philosophy**  
**St. Olaf College**

St. Olaf is a teaching institution and the Department of Philosophy in recommending appointment or retention of faculty will make its judgment mainly on the basis of teaching competence. We recognize that teaching takes many forms and that there may therefore be alternative criteria of competence. But given the particular character of St. Olaf College, we think the following criteria are important.

1. Instructors should be competent in and committed to philosophy as a discipline. Their own work should meet high standards and be respected by their professional colleagues. They should be able to instill in their students respect for such standards.
2. They should believe in the educational value of philosophy for a wide variety of students and not merely be concerned to train majors. They should be able to teach general education courses and be interested in cross-disciplinary work.
3. They should be persons who have rapport with their students, who exhibit concern for them as persons, who can interest them in the subject, draw out their ideas and help them clarify them, who can set high standards for students' work without alienating them. They should be articulate and skillful teachers who are able to communicate and who work hard at improving their performance.
4. They should be persons concerned with the religious and moral dimensions of life and learning who take seriously the question of their relation to the thought and conduct of themselves and their students and who are prepared to discuss such questions. Although there are no sectarian requirements for appointment or tenure, and the faculty has full academic freedom, we seek to appoint persons with a genuine appreciation for the church-related college.
5. They should be persons whose ability and interests ensure that they engage in scholarly activity, which we regard as necessary to sustain teaching effectiveness. We believe that scholarly publications can be an important indicator of the sort of activity that sustains good teaching in the setting of a liberal arts college.

Below is our list of what we regard as significant professional activity in philosophy. Other things being equal, publications are regarded as more significant than the other activities, but often other things are not equal and an important talk, leadership role, or award could outweigh a publication.

Categories B-E will be difficult to rank (and even the rankings of the sub-categories could occasionally be misleading); all would depend on what was done for whom. Although we cannot provide an algorithm that would rank professional activities, we believe we could frequently reach a consensus on the relative importance of specific examples.

We believe that scholarship and other professional activity go hand in hand with good teaching. Much scholarship involves keeping up with what's being done in one's teaching areas and will be recognized in the quality of teaching. The activities we list here involve extracurricular contributions to one's profession. Although sometimes these activities can actually detract from the main goal of a St. Olaf faculty member, we believe that they are part of our responsibilities and that generally they enhance and enliven the way we meet those goals. Thus we would find it very difficult to tenure or promote someone who is professionally inactive. The extent to which professional activity must include refereed publications depends on circumstances, but we believe that such publications are usually an important indicator of professional status, so a strong burden of proof would have to be carried by anyone without recent refereed publications who was up for tenure or promotion. Since tenure is essentially a forward-looking decision, it is especially difficult to indicate a minimum number of publications we would expect, although it's safe to say that without three or four refereed professional publications the remaining burden of proof for tenure would be very high. Even for promotion, which is a backward-look decision, it is very difficult to state a minimum number of publications, because one truly important piece could count for more than six less important pieces. But we would generally expect at least three or four refereed professional publications for promotion to associate professor and six of them or a book for full professor. Promotion to assistant professor generally would not depend on publications but on attaining a Ph.D. degree and satisfactory performance as a teacher and participant in professional societies.

## **List of Significant Professional Activities in Philosophy**

### **A. Publications**

#### *1. Scholarly*

- a. Books
- b. Refereed articles, parts of books, or critical reviews
- c. Editing of anthologies
- d. Non-refereed articles, parts of books, or critical reviews

#### *2. General*

- a. Books
- b. Refereed articles or parts of books
- c. Non-refereed articles or parts of books

3. *Refereeing and reading of manuscripts*

**B. Oral Presentations**

1. *Scholarly*

- a. At refereed national and international meetings
- b. At refereed regional or local meetings
- c. Invited papers
- d. At non-refereed meetings

2. *General*

- a. Off-campus
- b. On-campus

**C. Unpublished Writing**

- a. Accepted for publication
- b. Evaluated by peers
- c. In progress

**D. Leadership at Workshops, Panels and Participation**

**E. Professional Organization**

1. *Offices held in:*

- a. National organizations
- b. Regional or local organizations

2. *Leadership in:*

- a. National meetings
- b. Regional or local meetings

3. *Professional Memberships*

**F. Post-Doctoral**

- 1. *On Campus*
- 2. *Off Campus*

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