

**DEPARTMENT OF POLITICAL SCIENCE & SCHOOL OF POLICY AND  
INTERNATIONAL AFFAIRS**  
**Joint Criteria for Evaluation of Faculty**

I. The following evaluative criteria relate to the Joint Faculty Position in International Relations between the Department of Political Science (50%) and the School of Policy and International Affairs (50%). The Department of Political Science and School of Policy and International Affairs divide criteria for evaluation of faculty into teaching, research and public service. These three categories are exhaustive but not mutually exclusive; activities within each category are assessed in the context of their relationship to international affairs, broadly defined, within the discipline of political science. Evidence will be drawn from any or all of the following sources:

1. Teaching:

- a. student evaluations and patterns of course enrollments;
- b. course and curriculum development, including revisions to existing courses and the creation of new courses;
- c. supervision of unassigned independent studies and internships, teaching of honors courses, and thesis advising at the undergraduate and graduate levels;
- d. other teaching-related activities that the candidate proposes for consideration.

2. Research and Publication:

- a. peer-reviewed professional books and monographs published or accepted for publication;
- b. peer-reviewed articles and book chapters published or accepted for publication;
- c. editorships or collections of professional papers that have come under peer review, published or accepted for publication;
- d. book review essays in professional journals, published or accepted for publication;
- e. book reviews in professional journals, published or accepted for publication;
- f. paper presentations at meetings of professional associations whose paper proposals are refereed;
- g. funded and unfunded research for governments and other public agencies;
- h. peer recognition of outstanding research endeavors, including awards of competitive grants and prizes for published work;
- i. other research and/or publication-related activity that the candidate proposes for consideration.

3. Public Service:

- (1) Service to the Department of Political Science, School of Policy and International Affairs, College and University in a constructive, collegial manner:
  - a. service on unit, college and university committees;
  - b. student advising and mentoring at the undergraduate and graduate levels, which may include special advising efforts, attendance at advising workshops, or other indices of commitment to advising;
  - c. other service-related activity that the candidate proposes for consideration.
  
- (2) Service to the Profession and the Public:
  - a. membership and active participation in professional associations, including: holding office in a professional association; service as a meeting organizer, section chair, or discussant; and attendance at association meetings;
  - b. service on editorial boards of professional journals;
  - c. professional review of scholarly manuscripts, including books, book chapters, articles, and other service related to grant and fellowship proposals;
  - d. service as a professional commentator in the electronic or print media that derives from the candidate's scholarly expertise;
  - e. other service-related activity that the candidate proposes for consideration.
  
- II. CRITERIA FOR RANKS: these criteria will generally follow the 1983 Faculty Handbook, sections 2.2 and 2.3, entitled "Academic Titles and Criteria for Ranks" and "Criteria for Regular Academic Titles at Orono," respectively.
  - A. INSTRUCTOR
    - 1. Must have satisfactory academic preparation in the relevant sub-field to be taught and successful experience in the classroom or field.
    - 2. To be considered for reappointment, must have demonstrated success in teaching (see I.1).
    - 3. To be considered for reappointment, must have demonstrated a commitment to scholarship or service as part of the university's mission (see I.2 and I.3).
    - 4. For review and reappointment purposes, primary emphasis will be placed on Category I.1 (Teaching).
  
  - B. ASSISTANT PROFESSOR
    - 1. Should normally hold the doctoral degree in political science or a comparable degree in a related field or be finishing that degree;
    - 2. To be recommended for initial reappointment, the faculty member must provide

evidence of:

- a. the terminal degree being finished by the end of the first year if hired while still ABD;
- b. high quality teaching (see I.1).
- c. research and/or professional activity completed or underway (see I.2);
- d. public, university or professional service undertaken or anticipated (see I.3);
- e. assumption of advising duties at the undergraduate and graduate levels.

3. To be recommended for reappointment in the Third-Sixth years, the faculty member must provide evidence of:

- a. overall high quality teaching (see I.1). In addition, the faculty member should have made contributions to the development and growth of programs within the units, and served as an academic advisor at the undergraduate and graduate levels. As one moves through the sequence of reappointments, the expectation is that teaching will show growth and improvement as appropriate, and that faculty governance and advising activities will become equivalent to that assumed by other faculty;
- b. active research and/or professional activity (see I.2) and that the faculty member has begun to achieve, or has achieved, professional recognition for work done. As one moves through the sequence of reappointments, the expectation is that the amount of research and/or creative activity will grow in both sophistication and amount. The key consideration during this time is the sense that research and/or creative professional activity is an integral part of the faculty member's accomplishments;
- c. an established record of university, public and professional service appropriate to the faculty member's role within the department (see I.3).

### C. ASSOCIATE PROFESSOR

1. To be recommended for promotion to Associate Professor with tenure, the faculty member must provide evidence of:

- a. completion of the terminal degree to be considered for this rank;
- b. high quality teaching (see I.1). In addition, must have significant contributions to the planning, development, and growth of programs within the units, and served as a competent advisor of undergraduate and graduate students;
- c. demonstrated ability as a scholar through significant research

publication in the five years preceding consideration for this rank (peer-reviewed publications are expected as part of one's overall research productivity). This activity must be supported by substantial recognition from either scholars or professionals such that the faculty member is seen as obtaining national recognition over time for work completed; (see I.2)

- d. a substantial record of university or public service appropriate to the faculty member's role. As part of this role, it is expected that the faculty member will have indicated willingness and ability to participate in unit, college, and university governance, to be active in appropriate regional, national, and/or international associations, and to maintain professional relationships with colleagues in the units, the university, and beyond; (see I.3).
- 2. Further reviews, as mandated by the AFUM contract, will follow the above guidelines. The expectation is that a faculty member will continue to develop skills as a teacher and scholar and will continue to provide appropriate service to the public and the university.
  - 3. Faculty members wishing to apply for early tenure and promotion must meet all stated criteria for teaching, research, and service. In addition, they must demonstrate exceptionally broad national and/or international recognition for their work, as substantiated by measures that may include significant national awards, invitations to speak at prestigious conferences and institutions, frequent citation of their work, well-placed favorable reviews, or a publishing record beyond that required of a typical applicant.

#### D. PROFESSOR

- 1. To be recommended for promotion to Professor, the faculty member must demonstrate high quality teaching, research, and service as detailed in the requirements for Assistant and Associate Professor. In particular, the faculty member must demonstrate:
  - a. continuing growth as a teacher, a continuing commitment to academic advising and to program development within the units;
  - b. continuing commitment to scholarly or professional activities since the last promotion;
  - c. a leadership role within the university as part of an overall response to university, public and professional service.
- 2. The establishment of a national or international reputation as a scholar and demonstration of a high level of quality as a teacher are of primary importance in considering promotion to this level.
- 3. Further reviews, as mandated by the union contract, will consider these criteria in

assessing the faculty member's contribution.

- III. Reviews shall be conducted in accordance with university procedures and contractual guidelines, and shall be conducted by the Joint Peer Committee of the Department of Political Science and School of Policy and International Affairs.
- IV. The entire faculty of the Department of Political Science and School of Policy and International Affairs shall make a recommendation and/or determination whether a person brought into the faculty at the rank of Associate Professor or Full Professor meets the stated criteria above, and therefore warrants tenure.
- V. The Joint Peer Committee shall be responsible for conducting post-tenure reviews in accordance with unit guidelines and criteria as noted above, as well as University policies.

Approved May 2, 2014 by SPIA and POS