

## **Standards for Tenure and Promotion on Georgetown University's Main Campus**

Approved by the Main Campus Executive Faculty November 16, 2007

Tenure is an institution that provides the guarantee of academic freedom. In granting tenure the University makes a commitment of lifetime employment to a faculty member. This decision is the most important one the University makes regarding a faculty member. Tenure decisions determine the University's contributions to knowledge and quality of its faculty's teaching. Faculty and administrators alike should understand that the granting of tenure confers both the right to intellectual freedom and the responsibility to continue to excel.

The criteria governing tenure and promotion must be aligned with the University's goals of excellence in scholarship, teaching, and service. No university can be first-class unless it maintains an outstanding permanent faculty. Academic units and disciplines differ, but there are essential elements of excellence that are held in common. These may evolve as the University's aspirations and stature grow.

To be granted tenure at the rank of Associate Professor, a candidate must have produced a substantial body of scholarship that impartial experts in the candidate's area of study and senior faculty at Georgetown consider to be outstanding. The quality of a candidate's scholarly work is crucial. Quality is judged by the contribution that the work makes to a specific body of knowledge and is usually indicated by its scholarly impact or recognition (nationally and often internationally). The candidate's corpus of scholarly work, including collaborative activities, must demonstrate independence of thought and originality.

The granting of tenure at the rank of Associate Professor also requires excellence in teaching. Quality of teaching is assessed in terms of a thorough knowledge of the subject(s) being taught, a demonstrated ability to communicate that knowledge to students, and the skill to stimulate students to reach their potential.

While there is no substitute for outstanding scholarship and teaching, professional or institutional service is also required for the granting of tenure at the rank of Associate Professor. Service is judged by its contribution to the candidate's field, to the missions of his or her unit, and to the University as a whole. Service includes activities within the University, such as serving on committees, as well as professional activities outside the University. Nonetheless, given that junior faculty need to establish a record in teaching and scholarship, service is decidedly less important for the granting of tenure at the rank of Associate Professor than either scholarship or teaching. An exceptional service record cannot substitute for outstanding scholarship and excellent teaching.

The basis for the awarding of tenure extends beyond a distinguished scholarly record achieved during the probationary period. The award is also contingent upon a strongly favorable judgment of the faculty member's prospects for continued accomplishment in research, teaching, and service throughout his or her University career. Tenure is

warranted only if there is a clear expectation that the candidate's continuing professional record will justify eventual promotion to Full Professor at Georgetown University.

Appointment at or promotion to the rank of Full Professor (or granting tenure at the rank of Full Professor) requires a sustained level of achievement according to the same indicators of scholarly excellence as those required for tenure at the rank of Associate Professor. This rank is awarded on the basis of an additional body of substantial achievement and in the expectation that the faculty member's entire professional career will live up to this standard. Accomplishments since the previous promotion should be clearly demonstrated. Promotion to Professor is therefore recognition of scholarly achievement at a level that meets or exceeds what is generally expected for full professors at peer research universities, a commitment to excellence in teaching, and substantial service and leadership with every expectation of continuing contributions to the University.