

## **Scholarship Guidelines for Tenure and Promotion**

### **Africana Studies Program**

Lafayette College

#### **Scholarship Guidelines for Tenure and Promotion to Associate Professor**

In considering candidates for tenure and promotion, the Africana Studies Program recognizes the interdisciplinary nature of the field of Africana Studies as well as its historical and substantive relationship to programs named variously as Pan African Studies, African and African Diaspora Studies, African American Studies, and Black Studies. We thus recognize and accept that work in any one of the aforementioned fields can be regarded as suitable for a candidate with experience in programs under those headings.

A candidate's work is expected to focus on and be connected to scholarship on Africa and or some thematic area of the African Diaspora studies. Further, we recognize that such work may be in the candidate's area of disciplinary specialization or in the area of Africana Studies as described above, as an interdiscipline (an approach to scholarship that entails a synergistic integration of disciplinary approaches and knowledges).<sup>1</sup> We affirm that interdisciplinarity has been a foundational aspect of Africana Studies and that such scholarship contributes to the strength and vigor of Africana Studies research, scholarship and teaching. Candidates for tenure and promotion in Africana Studies are expected to have a record of consistent scholarly productivity, which demonstrates both quality and a positive trajectory for future work.

Scholarship will be based on consistency of production, quality, quantity and trajectory. Intellectual and artistic production will be considered within these parameters, with the emphasis on quality. The following are valuable avenues for disseminating scholarship:

- In the case of books, a clearly stated project for publishing that is active, demonstrated by one of the following: a book publication, book in press, or a book contract in hand, **or** in tandem with other scholarly achievements (see below) a book under review at a scholarly press, or a proposal submitted to a university press or trade press with consistent evidence of progress
- Published articles in peer-reviewed journals of their discipline or which focus on Africa or some aspect of the African Diaspora (including but not limited to U.S based communities). Special weight will be given to high ranking journals in the field, such as Africa Today, African Studies Review, Journal of Negro History, etc. The program recognizes such articles under review as an indicator of active scholarship but expects consistent demonstration of publication efforts. AFs also values publications in international journals, and journal importance is not limited to U.S communities.

- Book chapters in a peer-reviewed edited publication by recognized publishers in the field, for example, Cambridge U Press New African History Series, Africa World Press, etc., including university presses
- Co-authorship of books or articles published by academic presses or in peer-reviewed journals is valued, though not to the same extent as single author books or articles.

AFS considers that successful candidates for tenure and promotion will have at least one publication of a full-length scholarly book or a book demonstrably accepted and under review, or more than one article in scholarly journals published or accepted for publication. Additionally, publication of book chapters in scholarly publications, serving as editor of a scholarly journal, scholarly collection, or book series will be assessed in the candidate's favor.

The Program also values the receipt of grants for research or special projects that will increase the availability and/or impact of the research. Scholarly engagement, as recognized by AFS, includes the candidate's ability to advance knowledge and scholarly discourse in his or her field through presentations, the development of films or other media such as blogs, and invited talks as well as papers presented at professional meetings.

Non-academic talks or published articles are also valued inasmuch as they increase public understanding of the field, contribute to community knowledge, and diffuse new knowledge in the field to a broader, non-academic audience. Consultancies that reflect the candidate's research interests or that enhance content for teaching may be taken into consideration when such activities have not unduly and negatively affected teaching responsibilities.

### **New Forms of Publication and Other Scholarly Activity**

AFS recognizes that there are new and emerging opportunities to share and extend knowledge in the field. These would include scholarly work as content in websites using multi-media, online journals (peer reviewed) text, film, documentaries, podcasts, etc. Such activities are valued by the Program particularly as they are linked to ongoing research and publication agenda of the candidate.

### **Guidelines for Promotion to Professor**

Promotion to Professor follows the same requirements and expectations as that of promotion and tenure for Associate Professor. The emphasis in the case of promotion of Professor would be on evidence of a growing notoriety in one's field, continued publication, and ongoing projects of research and publication.

---

<sup>1</sup> See WGS Scholarship guidelines, 8/27/2012