

Scholarship Guidelines for Tenure and Promotion
Lafayette College Department of Foreign Languages & Literatures

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In considering candidates for tenure and promotion, the Department of Foreign Languages and Literatures (FLL) recognizes the diversity of fields represented in the Department and acknowledges that scholarship comes in many forms and employs a variety of methods. A candidate's academic work is expected to be in or connected to the scholarship on languages and cultural production or in creative cultural production itself. We also recognize that interdisciplinary research contributes to the vitality of scholarship, curricular development and teaching in the discipline.

Scholarship Guidelines for Tenure/Tenure and Promotion to Associate Professor in FLL

By the time they declare their candidacy for tenure, or tenure and promotion to Associate Professor, faculty in the Department of Foreign Languages and Literatures are expected to have established an active record of scholarly engagement that is recognized by both scholars in their field(s) and within the Department. The candidate's scholarship must be substantial in quantity, quality, and trajectory as well as commensurate with the length of employment at Lafayette College. In the case of tenure and promotion to Associate Professor, trajectory of scholarly activity will be assessed on the basis of progress on research project(s) beyond the doctoral dissertation as evidenced by publications, conference papers, and grant applications (both funded and unfunded).

By tenure time, the successful candidate should have significant published scholarly output. Examples of such scholarly output are listed here in the order of weight and importance that FLL accords them:

- 1) A published book or contracted book manuscript that is entirely or nearly complete, typically (but not necessarily) based on the doctoral dissertation.
Note: If at the time of tenure review the book manuscript is not under contract and is not entirely or nearly complete, the candidate must demonstrate significant additional research accomplishments in other categories. The further the manuscript is from being contracted or completed, the greater these additional research accomplishments must be.
- 2) Several articles in peer-reviewed journals and/or chapters in edited volumes (especially solicited chapters). Double-published work will be largely discounted, i.e., such articles should not overlap significantly with one another or with material in a book project for them to be accorded independent weight.

Work in the categories 1) and 2) just listed is required. In addition, FLL also values scholarly output in the following areas, which can be accorded significant weight and importance in FLL's deliberations concerning the scholarly work of candidates for tenure and promotion:

- In recognition of the scholarly merit of editorial work, FLL considers edited or co-edited books and journal volumes as scholarly accomplishments;
- A sustained record of participation at academic conferences (as presenter, discussant, or panel organizer) or of guest lectures at other academic institutions;

- Evidence of work in progress.

In recognition of the academic value and merit of creative work, FLL considers substantial and serious creative work in the candidate's target language(s) and/or culture(s) as equal in validity to substantial and serious scholarship in the candidate's target language(s) and/or culture(s) as a qualification for tenure and promotion. Examples are authorship of a book of creative work published or accepted for publication by an academic, commercial, or respected independent press, or authorship of smaller forms of creative work (short stories, screenplays, creative nonfiction, or poems) published or accepted for publication in journals or edited collections.

The candidate for tenure or tenure and promotion should aim for high quality of scholarship and/or creative work. Assessment of quality will be based on reports from external evaluators, internal departmental reviews, and publication venues. Highly valued venues include academic and similarly reputable presses (for monographs, edited volumes, critical editions, translations, essays, book chapters, etc.) and peer-reviewed print and electronic journals. FLL recognizes that venues of publications may vary depending on the candidate's specific area(s) of specialization.

Scholarship Guidelines for Promotion to Professor in FLL

Candidates for promotion to full professor must have made additional, substantive contributions on a sustained basis in their area(s) of research and/or creative work beyond the level of tenure or equivalent review. Assessment of quality of scholarship and/or creative work will be made in the same way as that employed for candidates for tenure and promotion to Associate Professor.

Departmental assessment of the candidate's scholarly record will be framed by Lafayette College's own "Conditions and Criteria for Appointment" as outlined in the Faculty Handbook, section 4.3.5.