

## Philosophy Department Scholarship Guidelines

The recognized forms of scholarship among philosophers include: the refereed journal article, the presentation of refereed papers at professional meetings, books (monographs and anthologies), chapters in and introductions to books, and invitations to speak or present papers at professional meetings, colleges and universities. All of the above can constitute significant evidence of scholarship, but the primary emphasis in philosophy falls upon the refereed journal article. Thus while the publication of monographs is assuredly laudatory, as is publication in more than one or two related sub-fields of the discipline, such contributions are not necessary to a successful research program. In the evaluation of scholarship in philosophy, determinations regarding the quality of scholarly articles are paramount. A successful candidate will have a record that includes several published journal articles as well as other work, most notably completed and submitted articles of high quality or promise. It is well established that the publishing process in philosophy journals—especially those regarded as among the best in the field—is notoriously difficult, with rejection rates exceeding 90%, and often very slow (with decisions on papers taking up to nine months or a year, and actual publication from the time of submission to completion sometimes taking as much or more than four years). Thus any reasonable evaluation of scholarly accomplishment includes consideration of the quality and quantity of papers accepted and under consideration, with the understanding that the mere quantity of published work may not be the best measure of scholarly accomplishment. Some well known and highly regarded philosophers made their reputations on the strength of but a few important papers.

**Department of Philosophy**  
**Addendum to Scholarship Guidelines**  
**May 2021**

The Department acknowledges that the many disruptions caused by the ongoing COVID-19 pandemic have been impacting, and are likely to continue to impact for quite some time, the individual faculty members' scholarly activities. There is already evidence that the peer-review process for journals and presses has slowed down. Problems comparable to those experienced by Lafayette faculty have also slowed down the work and the response rate of actual and potential co-authors. Perhaps most importantly, faculty members' research plans and activities have been affected by (a) the increased demands on their time due to the need to plan for multiple, alternative forms of teaching and the need to adapt to remote teaching (and, possibly in the future, to "hy-flex" teaching), and (b) the increased service demands for faculty members who are on elected or appointed committees and engaged in other forms of formal and informal service to the department, College, and profession. This includes the increased service demands on all department members who have had and will likely have to stay engaged with departmental and non-departmental discussions on how to best help the Department and the College navigate the uncertainty-filled COVID-19 context. Finally, and of equal importance, the Department acknowledges the negative impact that the disruptions and increased demands of personal and family life, and the various sources of anxiety caused by the COVID-19 pandemic, inevitably have had on faculty members' ability to conduct their scholarly activities.

The Department commits that its Head and departmental evaluative committees will take into account such impacts in their evaluations and deliberations of faculty scholarship, be they in regards to salary merit increases, tenure or promotion, sabbatical leave applications, or the like. The Department requests that college-wide evaluative committees and senior administrators take these impacts into account in their evaluations and deliberations as well. Individual faculty members may consider offering, in such documents as professionally activities forms or tenure/promotion-related self-reflection narratives, brief explanations of any professional circumstances or occurrences that had an especially severe negative impact. Yet, the Department is in full agreement with the sentence in the 2021-22 Faculty Handbook that states that "Personal or medical information should not be explicitly divulged." The Department agrees with such a statement because of a paramount concern and respect for each faculty member's privacy and a serious concern for how any explanation that were to refer to personal or family circumstances might encounter bias—however implicit or involuntary—in even the best-intentioned readers and evaluators, as well as for its persuasion that any such explanations would largely be redundant, given that scholarly activity in philosophy requires personal circumstances and a type of work environment that in obvious ways have suffered during the pandemic.