

Scholarship Guidelines for Tenure and Promotion
Lafayette Women's, Gender and Sexuality Studies Program
October 14, 2022

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

In considering candidates for tenure and promotion, the Women's, Gender and Sexuality Studies Program recognizes the interdisciplinary nature of the field and acknowledges that women's, gender, and sexuality studies scholarship comes in many forms and employs a variety of methods.

A candidate's work is expected to be in or connected to the scholarship on women, gender, and sexuality, which may take the form of work done in the candidate's area of disciplinary specialization or in the area of women's, gender and sexuality studies as an interdiscipline (an approach to scholarship that entails a synergistic integration of disciplinary knowledges). We acknowledge that interdisciplinary scholarship contributes substantially to the vitality of women's, gender, and sexuality studies scholarship and teaching. We also recognize the value of women's, gender and sexuality studies related work in the areas of pedagogy and the scholarship of teaching and learning (SOTL).

The candidate must present evidence of having established an ongoing program of research; in keeping with the interdisciplinary nature of women's, gender and sexuality studies, that program may reflect various projects and multiple approaches. Scholarship should have published results (or the appropriate equivalent) and a substantive portion of the work should be peer-reviewed (or the appropriate equivalent). The results should reflect **high quality** and a **clear promise of sustained contribution** to the candidate's field(s) of inquiry.

Assessment of quality will be based on internal evaluations of scholarly/creative work, reports from external reviewers, and publication venue. Highly valued venues for scholarship include books and monographs from scholarly and other reputable presses, articles in peer-reviewed journals (and peer-reviewed, online/open access publications), and peer-reviewed essays/chapters in edited books. We also recognize the value of work in additional venues such as articles in non-refereed journals and edited books, articles submitted to journals, and other kinds of publications such as grant applications, book review essays, book reviews, and conference papers; we do not understand work in these additional venues as sufficient, in and of themselves, to constitute scholarly production sufficient for tenure and/or promotion. Given the multidisciplinary nature of women's, gender and sexuality studies, we recognize that forms of "publication" (for areas such as performance and creative projects) may vary depending on the candidate's primary disciplinary training and on the expectations and conventions within his/her disciplinary field.

Trajectory of scholarly activity will be assessed on the basis of progress on research project(s) beyond the dissertation as evidenced by publications, conference papers, performances of creative work, grant applications (both funded and unfunded), and so on.

In addition, candidates are expected to demonstrate active engagement in their fields of expertise. Presenting papers at international, national, or regional conferences, organizing and chairing sessions or serving as discussants at conferences, giving invited talks or workshops locally or elsewhere, participating in online forums and public venues for scholarly exchange, and serving as readers or referees for journals are all examples that demonstrate such active engagement.

Scholarship Guidelines for Promotion to Professor in WGSS

In keeping with guidelines established by the Lafayette Faculty Handbook, candidates for the rank of full Professor must demonstrate “high achievement as teacher, scholar, and leader in the academic community”; it is understood that such candidates will have “some flexibility in establishing a sensible and productive balance among the three criteria.” Candidates for promotion to Professor in WGSS should demonstrate high achievement in scholarship and ongoing engagement with scholarly projects, with “scholarship” being understood in the same broadly comprehensive and interdisciplinary ways in which it is outlined in the Guidelines for Tenure/Tenure and Promotion to Associate Professor. Candidates are expected to have moved forward with and/or beyond the research submitted during their tenure review.

Covid-19 Disruption Statement

The Women’s, Gender and Sexuality Studies Program recognizes that the disruptions caused by the Covid-19 pandemic are likely to have affected scholarly activities and productivity during the pandemic and will continue to do so for some time after normal College operations resume. All faculty have been affected by the additional time and effort required for teaching and service during this period. Effects may be particularly acute for those whose research-related travel has been curtailed (potentially interrupting field work activities, data collection, in-person interviews, and so on) and/or those who conduct research on institutions and organizations whose operations were halted or restructured during this time. Some faculty may have experienced (and continue to experience) unanticipated personal burdens. WGSS will consider the impacts of the Covid-19 disruption during reviews of scholarship. The Program strongly encourages faculty members to explain impacts that are particular to their own situations and scholarly activities.

Approval by the WGSS Advisory Board: October 14, 2022

Approval by the Provost: April 10, 2023