

Department of Peace and Conflict Studies Guidance for Faculty: Tenure and Promotion *

Within the Department of Peace and Conflict Studies, teaching, service, and scholarly research are significant and intertwining areas key to making decisions about promotion and tenure. Consistent with the UNCG mission as a metropolitan research institution that seeks to serve its urban, regional, state, national, and global communities, community engagement is of primary importance to scholarly work as it addresses the concerns and opportunities of these communities. Recognizing the multi-disciplinary, contextual, and engaged nature of the field of peace and conflict studies, community engagement is embedded in the teaching and scholarship arenas. Evaluation of faculty members' work is done within the context of their choice of an academic profile (Scholarship of Discovery, Application, or Teaching).

Teaching effectiveness is key to faculty success and is evaluated in context and at multiple levels. Faculty are evaluated based on their involvement in curriculum development; engagement of students in community systems, projects, and activities; quality of syllabi and learning outcomes; measurement of student learning; peer observation; and faculty member self-evaluation. Developing and delivering instruction to UNCG faculty, staff, and students, as well as communities outside of UNCG may also be evaluated and are highly valued teaching activities. Student evaluations are particularly useful for faculty development, will be included in the P&T packet, and are considered as a part of the total P&T package. Faculty are expected to inform their teaching through community engagement at the local and/or global level, and to engage their students in learning experiences within the local community or through electronic access.

Faculty are expected to build knowledge and engage in scholarship. Each faculty member is expected to articulate a scholarship program that interrelates her or his teaching, service, and area of knowledge building. Knowledge building should expand available theory, practice, or policy models and may involve collaborative work with external partnership entities. This information should expand or refine the rapidly growing body of knowledge in peace and conflict studies or related fields at the local and/or global level(s). Faculty scholarship might also build knowledge about the pedagogy of teaching or the development of practice models.

Successful candidates for promotion to Associate Professor with permanent tenure will have demonstrated success in publishing and presenting their work. A key requirement in the knowledge building process is the dissemination of information to disciplinary communities and to those the scholarship is intended to effect. Examples of scholarship include, but are not limited to, online and in-print articles in refereed professional disciplinary journals, books, book chapters, and conference proceedings; presentations of papers at professional conferences; active leadership or engagement with websites that support knowledge development and dissemination to academic and non-academic audiences; research monographs; and technical reports, such as white papers, policy proposals, strategic plans, and program evaluation reports. Regardless of mode or expression/artifact, high quality scholarship should meet common expectations related to how the work is performed (clear goals; grounded in or building upon prior work; methodological rigor; ethical conduct), legitimated (peer review; open to critique), and contributes to the discipline and other intended audiences (significance; effective communication).

To be recommended for permanent tenure and promotion to Associate Professor, it is generally expected that a faculty member will have published a combination of eight articles, books, book chapters, knowledge building and dissemination websites, research monographs, and/or technical reports and non-academic reports resulting in implementation or meaningful impact on public policy. The reputation, quality, and impact of the publications are paramount. As a rule, juried articles, books, and book chapters are weighted more heavily. But, other forms of knowledge building and dissemination can rise to the same level with contextualization. Review usually occurs in the sixth year of appointment. Early reviews for the granting of permanent tenure with promotion to Associate Professor are granted only in exceptional circumstances and must be approved by the Department Chair and Dean. Previous publications may be considered with a reduced tenure-clock and will be negotiated on a case-by-base basis. Because this is a field that builds strength from community engagement, collaboration, and multi-disciplinary work, jointly authored publications and presentations with other academics and external community leaders and partners are highly valued. Peace and conflict studies is multi-disciplinary; therefore, joint publications have equal value to solo publications. On joint publications, order of authorship is not weighted. Faculty may publish in peace and conflict studies journals, journals in related fields that are in line with the faculty member's area of study, and in multidisciplinary journals, which may reach a wider audience.

External funding opportunities in peace and conflict studies are limited, particularly nationally; and, most funding is obtained at the local (university or community) or state levels for specific, time limited studies or projects. Often these studies entail evaluative research. Occasionally, funding is secured from a foundation; normally these funds are granted for targeted research or evaluation, which holds promise for expanding the knowledge base in the field. Pure and applied, as well as contracted research and evaluation are recognized for their contributions. Writing and disseminating innovative solutions that address social, economic, or environmental challenges (e.g., inventions, patents, products, services, clinical procedures and practices) are also highly valued especially when implemented and/or reviewed by the user/recipients as being work of quality and impact. While faculty are supported as they pursue external grants, securing funding is not required for promotion to Associate Professor or tenure. The focus is on demonstrating critical skills for developing long-term scholarship.

Faculty members are required to provide service to the program, school, and university in addition to the service component of their engaged teaching and scholarship. A faculty member may also be given a directed professional activity or committee to direct or coordinate. Examples include, but are not limited to, coordination of an international exchange affiliation, development of the undergraduate curriculum, or oversight of the curriculum committee. Accomplishments will be included in the review for promotion and tenure.

*These guidelines are consistent with and complement the HHS and UNCG *Policies and Guidelines on Promotions and Tenure* .

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