

## **History department criteria for the evaluation of candidates for reappointment, tenure and promotion**

The History Department expects that candidates being reviewed for reappointment, tenure or promotion will be responsible for presenting to the department Reappointment, Tenure and Promotion (RTP) Committee evidence that will demonstrate that the candidate has satisfied the university criteria (see the University RTP policy) to a degree sufficient to sustain a positive recommendation.

### **Teaching effectiveness**

The department RTP committee evaluates teaching effectiveness by considering the candidate's Self-Assessment of Teaching and Professional Activities, the peer observations and evaluations and the qualitative and quantitative responses from student evaluations. Because student evaluations, particularly quantitative evaluations, can be affected by many factors other than teaching effectiveness, the department gives significant weight to qualitative evaluations, particularly if they are supported by peer observations. Peer evaluators are expected to evaluate and to report on the appropriateness of the teaching strategies and course materials and the clarity with which the course goals are specified. In the Self-Assessment of Teaching and Professional Activities, candidates are expected to address how they meet each of the criteria for evaluation of teaching effectiveness in the University Reappointment, Tenure and Promotion Policy (II.B.1.).

Candidates in their first year at Sonoma State are expected to provide a plan in their Self-Assessment to address any deficiencies noted in the peer evaluations or in student evaluations. It is expected that these candidates devote a significant part of their effort to establishing themselves as effective teachers. Evidence of effective teaching is essential to subsequent positive recommendations.

Probationary candidates in their second and following years are expected to evaluate in their Self-Assessment the extent to which they have been able to remedy any deficiencies. These evaluations should particularly address any recommendations made in prior evaluation documents by any RTP committees at any level. The department RTP evaluation document completed in the year prior to the year of an anticipated tenure recommendation will be clear in identifying any deficiencies that would be an impediment to a positive recommendation for tenure.

Candidates for tenure and promotion are expected to have demonstrated a consistent pattern of teaching effectiveness with no remaining areas of deficiency.

### **Scholarship, research and creative achievements**

The History department expects that all of its faculty maintain an active agenda of scholarship, research and professional development.

For candidates for reappointment, tenure and promotion, the department RTP committee evaluates scholarship, research and creative achievements by considering the candidate's Self-Assessment of Teaching and Professional Activities, the candidate's *curriculum vitae*, and other evidence that the candidate submits to document the candidate's scholarship, research and professional development.

It is expected that the candidate's Self-Assessment of Teaching and Professional Activities describe the candidate's plan for scholarship, research and professional development. Each succeeding Self-Assessment should include a consideration of the status of the elements described in previous Self-Assessments and consider any necessary revisions of the plan.

Candidates in their first year at Sonoma State are expected to prepare, in consultation with the Department RTP Committee, a plan for scholarship and research that will result in a completed product that has been positively evaluated by academic peers who are not a part of the Sonoma faculty.

Probationary candidates in their second and following years are expected to demonstrate appropriate progress in achieving their scholarship and research goals. The department RTP evaluation document completed in the year prior to the year of an anticipated tenure recommendation will be clear in identifying what outstanding components of the scholarship and research plan would be an impediment to a positive recommendation for tenure.

Candidates for tenure and promotion are expected to have demonstrated a significant dedication to scholarship and research and active engagement with peers in their field of study.

The History department recognizes that scholarly timelines and RTP timelines do not necessarily correspond. The department will support candidates who pursue ambitious scholarly agendas as long as they show steady progress toward completion.

### **University service**

The History department expects all of its faculty to be active in the life of the university.

For candidates for reappointment, tenure and promotion, the department RTP committee evaluates University Service by reviewing and evaluating the nature of the service.

Candidates in their first year at Sonoma State should devote the greatest amount of attention to the RTP review areas of Teaching Effectiveness and Scholarship, Research and Creative Achievements. University Service appropriate to first-year faculty includes primarily department level activities,

Probationary candidates in their second and following years should broaden the scope of their service to include activities at the school and university level.

Candidates for tenure and promotion are expected to have demonstrated a regular commitment to being active in the life of the university.

**Community service**

A public university has a particular responsibility to be engaged with the community. The History department expects all of its faculty to be active in the lives of their communities. While all community service is commendable, faculty are particularly urged to engage in activities that permit them to interact in the life of the community as scholars, historians and professors.