

College of Arts and Sciences

Department of Cultural and Social Studies

Scholarship Expectations for Tenure and Promotion in the Social Sciences

Creighton University's mission is intended, among other objectives, to foster an integrated vision of the world, to embrace the promotion of justice, and to acknowledge faculty research that contributes to the betterment of society. The Department of Cultural and Social Studies is home to multiple complementary academic programs that cultivate awareness of society and culture as contexts that shape the quality of human life. Since these programs combine theory and practice to promote the flourishing of persons, the Department values interdisciplinary theoretical and applied scholarship that can take a variety of forms (see section 4 below).

1) For Tenure

- a) The primary requirement for tenure is a significant body of recognized and evaluated scholarship (as discussed below). There are a variety of formats in which this scholarship might manifest itself, such as the following:
 - i) A scholarly book or ethnography based on extended research, or
 - ii) A combination of 3 journal articles, book chapters in established publications or presses, a portion of these may also take their equivalent in the form of
 - (1) edited books, edited journals, textbook chapters, substantial externally funded grants, or other artifacts as recognized within our disciplines and discussed in section 4 below.
 - (2) community engaged and public scholarship such as written expert testimonies or technical reports that are outside established publications or presses that is evaluated by and recognized through alternative review methods establishing their equivalency in journal articles as discussed in section 4.c. below.
- b) In addition to representation from the above, scholarship should include several additional contributions to the profession such as:
 - (1) Major museum display
 - (2) Referee for a scholarly press and/or disciplinary journal
 - (3) Chairing or organizing a conference panel
 - (4) Presenting in and/or organizing invited session panels
 - (5) Serving as moderator or discussant for a conference panel
 - (6) Book reviews for scholarly publications
 - (7) Writing encyclopedia articles or entries that coincide with expertise
 - (8) Authoring translations of scholarly works

- (9) Web-based publications such as scholarly bibliographies or scholarly resources
- (10) Invited paper presentations at scholarly institutions
- (11) Presenting papers at professional meetings and disciplinary conferences
- (12) Consulting work for communities, government agencies, or organizations on projects that align with Creighton's values and result in a written report for either an internal or external audience
- (13) Research with undergraduate, professional, or graduate students

2) For Promotion to Associate Professor

- a) In addition to the qualifications for tenure the candidate must also:
 - i) Produce 2 additional journal articles or equivalent as described in 1.a.ii, for a total of 5 articles or equivalent.¹
 - ii) Be active in professional bodies, having at least 4 representations from the above 1.b. list of scholarly contributions.

3) For Promotion to Professor

- a) Promotion to full professor represents a substantial increase in the above activities from the point in time at which the individual receives promotion to associate professor. This should include a body of work equivalent to at least 7 peer refereed artifacts produced in addition to what has already been considered for tenure and promotion to associate professor, that can be comprised of any combination of the following:
 - i) Scholarly book or ethnography based on extended research (it is feasible that a candidate would make the case for a book counting as equivalent to a number peer-reviewed journal articles)
 - ii) Journal articles, book chapters in established publications or presses, or their equivalent in the form of edited books, edited special issues of journals, substantial external grants, or other artifacts as recognized within our disciplines and discussed in section 4 below.
 - iii) Community engaged and public scholarship such as written expert testimonies or technical reports that are outside established publications or presses that is evaluated by and recognized through alternative review methods establishing their equivalency in journal articles as discussed in section 4.c. below.
- b) In addition to a consistent record of peer-reviewed scholarly publications listed above, the candidate should show an active record of scholarly contributions to the profession and recognition of the significance of his/her scholarly work . This can be substantiated with any combination of:
 - i) Editing a reputable scholarly and peer-reviewed journal or section thereof
 - ii) Serving as a member of the Editorial Board for a refereed journal
 - iii) Presenting papers at (inter)national or regional scholarly meetings and disciplinary conferences

¹ A book may be an artifact equivalent to more than 3 articles

- iv) Presenting scholarly work by invitation from an academic audience
- v) Serving as a referee/reviewer for a disciplinary and/or related interdisciplinary journal or scholarly text
- vi) Writing encyclopedia articles or entries that coincide with expertise
- vii) Writing book reviews on topics that coincide with expertise
- viii) Mentoring students to their own scholarly products
- ix) Serving as moderator for or discussant or respondent to conference panels
- x) Consulting work for academic bodies, communities, government agencies, and civic organizations in the form of community-based or “applied” social science research OR in the form of research written in a report for an academic body
- xi) Nationally and internationally recognized and frequently utilized web publications such as virtual museums, research resources, and/or scholarly bibliographies are also an appropriate venue to validate this level of scholarly achievement.

4) Scholarly Activities Given Special Emphasis by Our Department and special guidance for evaluating community engaged scholarship:

- a) As a department, we particularly value and recognize community-engaged and related scholarship. Awareness of engagement with communities, in consonance with Creighton University’s Mission as a Catholic and Jesuit institution of higher learning, has surfaced in the university’s strategic planning process and has prompted recommendations to increase involvement in, and recognition of, community-engaged and related scholarship. Scholarship contributing to the university mission, the common good, and the development of teaching initiatives rooted in that scholarship within the Department and across disciplines and programs is particularly valued.
- b) In addition to the standards listed above, the Department of Cultural and Social Studies offers the following guidelines relevant to our Department. These encompass forms of scholarship specific to our disciplines and may—based on discernment between the faculty member, Department Chair, and Dean’s Office representative—qualify as equivalent to peer-reviewed artifacts:
 - i) Recognition of forms of publication that have a direct benefit for local communities or the scholarly community. Particularly when the peer-review process involves the scholarly community and engagement with local community peers.
 - ii) Applied, action and public anthropologists and sociologists recognize the scholarly value of long-term relationships with local communities that result in scholarship beneficial both to the academy and to local people. In addition to open-access peer-reviewed journals and academic presses, publication in other venues more accessible to local communities such as in museum displays and publications, publications of institutes or other research centers, reports to governing bodies, contributing to legal/policy changes, web publications and other forms of reporting, both written and oral are valued measures of scholarship.

- iii) Scholarship in the form of technical reports which advance interdisciplinary research collaboration within Creighton University, other academic settings, or with local communities are also valued, especially if they result in community collaborations that result in external grant applications and/or funding.
 - iv) Publications which are the result of research engaged in collaboration with local community experts and which serve to promote justice and the common good, especially for marginalized, disenfranchised, and minority peoples are to be particularly valued because of the importance of access for marginalized local voices, even if the local person represents community expertise without commensurate academic rank. Such scholarly contributions may serve an academic audience or a public audience.
 - v) Publications resulting from collaboration with organizations and agencies serving public interests or engaging in advocacy at either urban, rural, local domestic, or global levels, and which are circulated in academic and/or public audiences are also considered valued scholarship.
- c) Faculty who plan to pursue scholarship in such forms outside of books or articles through the peer-review process of scholarly and established publishers should communicate with the Department chair to coordinate letters of evaluation of that scholarship by qualified peers in the discipline to act as substitute processes of evaluation of quality and significance of scholarship. Creighton University and the major professional associations of our disciplines provide guidance for consideration of such forms of scholarship.
- i) Community engaged scholarship may require different efforts than used in traditional forms of scholarly activity such as efforts including community partner identification, relationship development, partnership management, and participatory assessment. The *Creighton Faculty Handbook section (G.9.a.v.)* on demonstration of scholarship for purposes of tenure and promotion, specifically recognizes that “[s]cholarly achievement is ordinarily demonstrated by publication of books, reviews and articles, by the delivery of scholarly papers, by activity in scholarly societies, ... and by appointments as editor, reviewer, and referee. *The demonstration of achievement may also be fulfilled with scholarly contributions that are focused on community engagement.* In addition, such factors as... procedures and methods, and *consulting activity are taken into consideration as appropriate to the discipline.*” [emphasis added]
 - ii) The American Sociological Association’s report on public communication for tenure and promotion suggests work published outside conventional peer review be evaluated by the extent to which it is grounded sociological research and theory and with consideration of the extent to which the publication passes through a peer-review-like editorial process. The impact of public writing or testimony submitted as equivalent to the standard peer-reviewed metric may be evaluated in several ways. For example, the extent to which policy grounded in sociological research is advanced as indicated by

testimonies of actors and populations who are directly impacted by the scholar's engagement and communication (which may be "considered a form of post-publication peer review").² Letter writers with appropriate expertise who point to instances where their public engagement and communication has contributed to policy change or other forms of causal impacts are valuable sources of evaluation.

- iii) Similarly, the American Anthropological Association recommends that the consideration for tenure and promotion includes a range of tools for the assessment of intangible products resulting from the activities of practicing or applied anthropologists.³ These include the accounting of the trajectories of projects carried out by them; letters of evaluation from community partners that specify possible positive impact upon the community; constructive relationships with the community; advancement of new initiatives; and letters of evaluation by other anthropologists who have worked on similar kinds of initiatives. The assessment of the impact of this type of scholarship will require incorporating the feedback of external peer reviewers well versed on the nature of practicing, applied, public interest, and engaged anthropology.
 - iv) The Peer Review Working Group of the Community-Engaged for Health Collaborative has recommended a set of guidelines for Promotion and Tenure that are congruent with the type of engaged scholarship that this department acknowledges and supports.⁴
- 5) For Social Work or Health Administration and Policy candidates wishing to pursue tenure through the social sciences division the following are considered important forms of scholarly activity:
- i) Leadership in the community using expertise, for example, program evaluation and staff consultation.
 - ii) Substantial contributions toward accreditation including writing the document or designing and piloting forms and measurement tools.
 - iii) Scholarly or applied expertise in local, national or international communities.
 - iv) Inter-professional activities such as teaching/learning, collaborative teaching and scholarship.

² "What counts? Evaluating public communication in tenure and promotion"
Final report of the ASA subcommittee on the evaluation of social media and public communication in sociology. August 2016, p.12

³ "Guidelines for evaluating scholarship in the realm of practicing, applied, and public interest anthropology for academic promotion and tenure." May 28th, 2011.

⁴Jordan C (Editor). Community-Engaged Scholarship Review, Promotion & Tenure Package. Peer Review Workgroup, Community-Engaged Scholarship for Health Collaborative, Community-Campus Partnerships for Health, 2007.