Standards for Promotion  
School of Languages and Cultures  
May 2012

In Purdue’s Languages and Cultures, as in other academic units, the promotion and tenure system is intended to provide certain guarantees to both the employer and the employee.

From the perspective of the employer, the system seeks to assure that appropriate standards are met by the employee. These standards involve the quality of achievements, continuity of accomplishment, independence of intellectual contribution, and the impact of work upon the discipline at large. The system also is intended as a set of incentives to encourage excellence.

For the faculty member, the system serves as an assurance, in large measure, of job stability and of academic freedom once those standards of achievement are established. Also, it works as a means of providing recognition for significant accomplishment.

At the university, candidates are promoted on the basis of 1) “discovery” [research or creative endeavor], 2) “learning” [teaching] or 3) “engagement” [service]. Most faculty members in SLC (no matter what their specialty) are promoted on discovery, or on both discovery and learning, or on learning alone. Promotion solely on the basis of engagement does not normally occur in the department. However, activity in this area is valued and encouraged.

Promotion to Associate Professor

In general, promotion to associate professor recognizes a faculty member’s significant contributions in the area of scholarship, teaching and service.

“Discovery” involves developing an active research agenda, with a coherent direction or focus. Significant research will be shared through scholarly publications, and active participation in professional meetings. A good share of publications will have appeared in established journals with rigorous standards for peer review. Participation on editorial boards, editing of books, and grant activity can also be indicators of scholarly prominence. A person prepared for promotion on the basis of discovery should have made real progress toward establishing a national reputation for excellence as a scholar. Such recognition will be verified by evaluations from reviewers at other institutions.

“Learning” is highly valued in the department, and a successful candidate for promotion must have demonstrated diligence and competence as an instructor. Student evaluations should be collected for every course taught, and candidates should be able to demonstrate that students are generally satisfied with their performance. Good teaching might also be demonstrated through development of courses or course materials, teaching awards, peer observations, guest teaching appointments, participation in teaching
enrichment activities, or membership on graduate committees. Candidates for promotion on the basis of learning should have a body of publications on pedagogical topics.

“Engagement” involves citizenship in the department, the university, the profession and the wider community. Those ready for promotion should demonstrate a cooperative, collegial attitude and a willingness to accept assignments. However, the department recognizes that assistant professors should not be given heavy service responsibilities. To the extent that engagement warrants consideration as a supporting area for promotion, the candidate should provide documented evidence of accomplishment in the form of publications, grants, leadership on boards or committees, development of programs, etc.

In literature

Candidates for promotion to associate professor in literature should have published (or had accepted for publication) work of high quality. The revised doctoral dissertation, worked into a book or a series of articles, may be a significant part of the candidates’ list of publications, but the list should also demonstrate their ability to develop a research agenda beyond the dissertation. Normally, those having published a single-authored book with a reputable press, along with several articles in journals of recognized quality will be ready for promotion. Other combinations of publications, comparable in quantity, would also be considered sufficient.

In foreign language education

Candidates for promotion to associate professor in foreign language education should have published work of high quality. The revised doctoral dissertation, worked into a book or a series of articles, may be a significant part of the candidates’ list of publications, but the list should also demonstrate their ability to develop a research agenda beyond the dissertation. Normally, those having published several articles in journals of recognized quality will be ready for promotion. Other combinations of publications, comparable in quantity, would also be considered sufficient. For candidates on the basis of teaching, pedagogical publications of demonstrable quality such as textbooks and software will be given favorable consideration.

In second language acquisition

Candidates for promotion to associate professor in second language acquisition should have published a considerable amount of work of high quality. A significantly revised doctoral dissertation, worked into a book or a series of articles, may be a meaningful part of the candidates’ list of publications, but the list should also demonstrate an ability to develop a research agenda beyond the dissertation. Since book-length manuscripts are normally not a part of an individual’s research agenda in second language acquisition, a reasonable expectation for promotion to associate professor would consist of approximately seven to twelve articles. Since research in second language acquisition typically deals with current theoretical issues, it is also common for
some research articles to appear as book chapters or conference proceedings. However, it is expected that approximately fifty percent of a candidate’s research articles should have appeared or been accepted in referred journals of recognized quality. In the case of a candidate for promotion to associate professor in second language acquisition who does present a single-authored book with a reputable press, the publication or acceptance of the book-length manuscript along with several research articles in journals of recognized quality and book chapters or conference proceedings in the percentages indicated above will usually be sufficient for promotion.

**In linguistics**

The research paradigm for linguists is similar to that of faculty in second language acquisition. Candidates for promotion to associate professor in linguistics should have published a considerable amount of work of high quality. A significantly revised doctoral dissertation, worked into a book or a series of articles, may be a meaningful part of the candidates’ list of publications, but the list should also demonstrate an ability to develop a research agenda beyond the dissertation. Since book-length manuscripts are normally not a part of a linguist’s research agenda, a reasonable expectation for promotion to associate professor would consist of approximately seven to twelve articles. Since research in linguistics typically deals with current theoretical issues, it is also common for some research articles to appear as book chapters or conference proceedings. However, it is expected that approximately fifty percent of a linguist’s research articles should have appeared or been accepted in referred journals of recognized quality. In the case of a candidate for promotion to associate professor in linguistics who does present a single-authored book with a reputable press, the publication or acceptance of the book-length manuscript along with several research articles in journals of recognized quality and book chapters or conference proceedings in the percentages indicated above will usually be sufficient for promotion.

**Promotion to Full Professor**

The same general standards of excellence in discovery, learning and engagement also apply to candidates seeking promotion to full professor.

Successful candidates are expected to have established themselves as recognized scholars on a national level, and to have achieved international recognition as well.

The measures of excellence in discovery are the same as those for the first promotion, except that it is expected that, in general, a more experienced scholar will be able to place publications in more rigorous journals or presses. Successful candidates should be able to show a body of new work equivalent or somewhat greater in volume to what counted for the first promotion. The quality of their scholarship is expected to increase with their experience and maturity, and will be verified by favorable reviews from senior colleagues at prestigious programs.
Good teaching continues to be a priority that must be established with appropriate documentation, and publications in that area continue to be essential for candidates for promotion on the basis of teaching.

Once they have achieved tenure, faculty members are expected to be more active in their service to the department, the university, the profession, or the community. Successful candidates will have a record of significant service in a variety of ways.

**In literature**

Typically a second single-authored book, published by a reputable press, along with several new articles, will be considered adequate in terms of quantity for promotion to full professor. Other combinations of publications, similar in quantity, will be considered adequate. Candidates should show evidence of developing a scholarly approach, specialization or program that contributes to their recognition in the profession.

**In foreign language education**

Candidates for promotion to full professor in foreign language education should have published a substantial body of work of high quality since the last promotion. Normally, those having produced several articles in journals of recognized quality will be ready for promotion. Other combinations of publications, comparable in quantity, would also be considered sufficient. For candidates on the basis of teaching, pedagogical publications of demonstrable quality such as textbooks and software will be given favorable consideration.

**In second language acquisition**

Candidates for promotion to full professor in second language acquisition should have published a significant amount of work of high quality beyond that presented for promotion to associate professor. Since book-length manuscripts are normally not a part of an individual’s research agenda in second language acquisition, a reasonable expectation for promotion to full professor would consist of an additional seven to twelve articles. Since research in second language acquisition typically deals with current theoretical issues, it is also common for some research articles to appear as book chapters or conference proceedings. However, it should be expected that approximately fifty percent of a candidate’s research articles should have appeared in referred journals of recognized quality. In the case of a candidate for promotion to full professor in second language acquisition who does present a published single-authored book with a reputable press, the publication of the book-length manuscript along with several research articles in journals of recognized quality and book chapters or conference proceedings in the percentages indicated above will be ready for promotion. Other combinations of publications, similar in quantity, will be considered adequate. Candidates should show evidence of developing a scholarly approach, specialization or program that contributes to their recognition in the profession.
In linguistics

As previously stated in the requirements for promotion to associate professor, the research paradigm for linguists is similar to that of faculty in second language acquisition. Candidates for promotion to full professor in linguistics should have published a significant amount of work of high quality. Since book-length manuscripts are normally not a part of a linguist’s research agenda, a reasonable expectation for promotion to full professor would consist of approximately an additional seven to twelve articles beyond those previously submitter for promotion to associate professor. Since research in linguistics typically deals with current theoretical issues, it is also common for some research articles to appear as book chapters or conference proceedings. However, it should be expected that approximately fifty percent of a linguist’s research articles should have appeared in referred journals of recognized quality. In the case of a candidate for promotion to full professor in linguistics who does present a published, single-authored book, with a reputable press, the publication of the book-length manuscript along with an additional several research articles in journals of recognized quality and book chapters or conference proceedings in the percentages indicated above will be ready for promotion to full professor. Other combinations of publications, similar in quantity, will be considered adequate. Candidates should show evidence of developing a scholarly approach, specialization or program that contributes to their recognition in the profession.