

**UNIVERSITY OF NEW MEXICO
DEPARTMENT OF ANTHROPOLOGY**

CRITERIA FOR POST-TENURE REVIEW

Adopted January 19, 2007

The Department is bound by the University's "Policy on Academic Freedom and Tenure" in *The University of New Mexico Faculty Handbook*. The electronic version of October 2003 maintains the most recent policies (<http://handbook.unm.edu/newhb.html>). It constitutes the official text for all University tenure and promotion action and the basis for appeal.

The Anthropology Department expects faculty excellence in research that contributes to our national and international standing and "effective teaching...[that] provides a student with an increased knowledge base, an opportunity to develop thinking and reasoning skills, and an appreciation for learning" (*Faculty Handbook* Policy on Academic Freedom and Tenure 1.2.1.b). Research is expected to inform teaching.

Of the four categories that constitute the basis for appointment – Teaching, Scholarly Work, Service, and Personal Characteristics, the Department weighs Teaching and Scholarly Work equally (.40/.40) as the most important components of performance evaluations. Service (.20) is also expected and normally rounds out and complements the qualities presented in research and teaching. Unless they compromise the Department's teaching and research mission, Personal Characteristics are considered part of the evaluation of Teaching, Scholarly Work, and Service as influencing "an individual's effectiveness as a teacher, a scholar, researcher, or creative artist, and a leader in a professional area" (*Faculty Handbook* Policy on Academic Freedom and Tenure 1.2.4).

The University recognizes "two broad categories of faculty service: professional and public." The former "consists of those activities performed within the academic community that are directly related to the faculty member's discipline or profession." It includes department, University, and "beyond the University...service to professional organizations and other groups that engage in or support educational and research activities" (*Faculty Handbook* Policy on Academic Freedom and Tenure 1.2.3.a.1). The latter "consists of activities that arise from a faculty member's role in the University...activities [that] normally involve the sharing and application of faculty expertise to issues and needs of the civic community in which the University is located" (ibid 1.2.3.a.2).

The Department recognizes two aspects of public anthropology, the translation of anthropological knowledge for the wider public: one evaluated as scholarly work and one evaluated as service. It is the faculty member's responsibility to advance their work in the appropriate category. Scholarly work in public anthropology involves funding, research, conceptualization, and the presentation of a final product. The candidate documents their role in (1) obtaining external funding to carry out the research, (2) carrying out research to be used in the product, (3) providing a conceptual analysis, and (4) publication or promulgation of the product as well as statements about collaboration with communities, networks, or organizations that were part of the research, training that they may have offered students, community members or organization members, and a discussion of the dissemination of the scholarship (audience reached and significance). Public anthropology evaluated as service may be considered

professional and/or public service according to the University criteria.

Tenure is intended to protect those forms of research (controversial, experimental, long-term, restricted, not profitable) that generally are not supported outside of universities and for which, on behalf of the public at large, universities must take responsibility. It is therefore imperative that post-tenure review should in no way serve to compromise such research, teaching, and service.

CRITERION FOR ASSOCIATE PROFESSORS

Associate professor are evaluated each year as to their progress toward promotion to full professor following ten years in rank. The ten-year period in rank may be suspended in cases of maternity or medical leave.

Associate professors already in rank on February 18, 2000, when this criterion was adopted, present the terms they deem appropriate for their work and are evaluated on a case-by-case basis.

CRITERIA FOR FULL PROFESSORS

Full professors are expected to maintain their professional activities and periodically enhance their visible profile as educators, researchers, and in service to the University, the profession, and the public. Every six years in rank (roughly the period between sabbaticals) their scholarly work should include at least the equivalent of three refereed publications and/or grant proposals and their teaching be at both undergraduate and graduate levels with service on at least three doctoral committees and chairing at least one other. During that six-year period there should be some department-wide and/or university service, some service to the profession, and some public service. The balance between teaching, scholarly work, and service will vary during an individual's professorial career and appropriate equivalents will be accepted.

These criteria were adopted on February 15, 2002, and are in effect for all full professors promoted in that year and subsequently. Professors promoted in 2000, when the first post-tenure review criteria were adopted, have an initial review period of eight years; those promoted in 2001 have a seven-year initial review period. Professors already in rank on February 18, 2000, present the terms they deem appropriate for their work and are evaluated on a case-by-case basis.