

**UNIVERSITY OF NEW MEXICO
DEPARTMENT OF ANTHROPOLOGY**

CRITERIA FOR RESEARCH FACULTY PROMOTION-IN-TITLE

Adopted November 2, 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 review and promotion action.

Some Department affiliated faculty may hold the non-tenure-track title of Research Assistant Professor, Research Associate Professor, or Research Professor. Such titles are appropriate for persons who are engaged primarily in research activities and have qualifications similar to those held by tenure-track faculty. They may occasionally teach or serve as members of thesis or dissertation committees. Teaching assignments on a regular basis require appointment in a tenure-track faculty rank. They are voting members of a subfield or subfields and of the Department faculty except for tenure and promotion cases. These appointments are renewable annually for an unlimited time (*Faculty Handbook* 2.3.8). As continuing non-tenure-track faculty, research faculty shall be reviewed annually following procedures adopted by each department (*Faculty Handbook* 4.10).

PROMOTION-IN-TITLE TO RESEARCH ASSOCIATE PROFESSOR

Unless otherwise indicated by contract or other written agreement, the record under consideration for promotion-in-title to Research Associate Professor is that accrued since assuming the position of Research Assistant Professor at UNM. There is no time requirement for length of service in the rank of Research Assistant Professor before applying or reapplying for promotion-in-title to Research Associate Professor.

Criteria:

The following are based on *University of New Mexico Department of Anthropology Criteria for Tenure and Promotion*, adopted January 19, 2007. If appropriate, by written agreement between the Department Chair and the Research Assistant/Associate Professor, each criterion may be scaled to accommodate the latter's primary job responsibilities.

Teaching: The candidate should be involved in teaching at the undergraduate and the graduate and/or

upper division undergraduate (with graduate student sections) levels, with at least one single-taught class per three semesters as Research Assistant Professor. Service on at least one doctoral committee is expected. Expectations for work with masters students varies by subfield.

Evidence of effective teaching includes a peer review of each class taught, UNM and/or Department teaching evaluation forms for each semester of teaching, and Department-solicited letters assessing the candidate as a teacher and mentor from the candidate=s present and former graduate students and from all current Department graduate students with knowledge of the candidate.

Scholarly Work: The candidate should demonstrate excellence in scholarship and a developed research program beyond the dissertation as indicated by a strong publication record and promise of a national and international reputation. This will be evidenced by publications (e.g. a book, monograph, the equivalent in significant peer-reviewed papers, or a major museum exhibition) and outside letters of evaluation from scholars in the candidate=s field of expertise. Presenting papers and lectures, research funding, fellowships, and grants will also serve as indicators of a developed research program. Book, manuscript and proposal reviews, editorial board service, work in progress, and other writing supplement the candidate=s record.

Service: Active subfield participation and regular attendance at Department faculty meetings is expected.

PROMOTION-IN-TITLE TO RESEARCH PROFESSOR

Unless otherwise indicated by contract or other written agreement, the record under consideration for promotion-in-title to Research Professor is that accrued since assuming the position of Research Associate Professor at UNM. There is no time requirement for length of service in the rank of Research Associate Professor before applying or reapplying for promotion-in-title to Research Professor.

Criteria:

The following are based on *University of New Mexico Department of Anthropology Criteria for Tenure and Promotion*, adopted January 19, 2007. If appropriate, by written agreement between the Department Chair and the Research Associate/Full Professor, each criterion may be scaled to accommodate the latter=s primary job responsibilities.

Teaching: The candidate should be involved in teaching at the undergraduate and graduate and/or upper division undergraduate (with graduate section) levels, with at least one class per three semesters as Research Associate Professor. Service on at least two doctoral committees and co-chairing at least one is expected. Expectations for work with masters students varies by subfield.

Evidence of effective teaching includes a peer review of each class taught, UNM and/or Department

teaching evaluation forms for each semester of teaching, and Department-solicited letters assessing the candidate as a teacher and mentor from the candidate=s present and former graduate students and from all current Department graduate students with knowledge of the candidate.

Scholarly Work: The candidate should demonstrate continued research productivity and excellence in scholarship which has led to the establishment of a national/international reputation. Evidence for this will be provided by a second book or monograph; one or two peer-reviewed articles per year; or a second major museum exhibit. Success in obtaining research grants and/or scholarly recognition in terms of awards is expected. Invited talks, presentations at professional meetings, book, manuscript and proposal reviews, editorial board service, journal editing, external reviews of other departments, and other writing all supplement books, monographs, peer-reviewed articles, and major museum exhibits. The quality of scholarship will be evaluated, in part, by letters from nationally or internationally recognized senior scholars in the candidate=s field.

Service: Ongoing service to the Department and profession is expected. Besides active subfield participation and regular attendance at Department faculty meetings, the candidate should have served on or chaired at least two different Department committees. Service to the profession may include participation in professional organizations, serving as an outside referee for tenure and promotion, serving as a referee for presses, journals and/or granting agencies, membership on editorial boards, editing journals, and serving as a consultant.