

**DISCIPLINE-SPECIFIC STANDARDS FOR TENURE/PROMOTION
BACKGROUND AND IMPLEMENTATION
May 13, 2015**

Background

The Santa Clara University Faculty Handbook emphasizes the value of discipline-specific standards for tenure and promotion in Section 3.4.2:

Because the nature of teaching, scholarship or artistic creativity, and service differs in some respects among academic disciplines, the faculty of the college, schools, and division develop, adopt, and publish their respective clarifications of the three criteria. Candidates for tenure or promotion are referred to these publications, as amended from time to time, for a detailed explanation of the standards and procedures by which they will be evaluated.

In accord with the Faculty Handbook, discipline-specific standards for tenure and promotion have been developed by departments or disciplinary areas to clarify the promotion and tenure criteria and guidelines for both candidates and evaluators. These standards should inform and guide, but not dictate, the professional review of a candidate's portfolio. As noted in the Handbook, the standards may be revised over time to reflect changes and refinements within the discipline.

Process of Development of Documents Describing Standards

School, departmental, or discipline-specific standards do not weaken or dilute University standards. Rather, they elaborate how the University standards should be applied in the context of the discipline.

Over the past two years, academic departments and divisions at Santa Clara have described in writing the standards for scholarship or creative activity within their disciplinary areas. Each academic area developed a draft document of 2 or 3 pages clarifying the most significant criteria for tenure and promotion and the way the achievement of these criteria should be demonstrated.

In September 2013, the provost, after seeking nominations from the UCC, appointed a small consulting group of faculty who had extensive experience with the tenure and promotion process. The consulting group reviewed the draft documents and provided feedback to the deans.

Deans returned the draft documents to the academic areas, providing their own feedback along with the feedback from the consulting group. Each draft document was revised as needed before approval by the relevant dean.

Implementation Process

As recommended by the Faculty Affairs Committee, each candidate petitioning for tenure and promotion in June 2015 or 2016 will choose whether he or she wishes to include or exclude the new document communicating specific standards established by his or her School/College and/or Department in connection with the evaluation. The Faculty Affairs Committee recommended that the document communicating discipline-specific standards be used in the evaluation of all cases after two years.

See the [Promotion and Tenure Guidelines for Candidates](#) and the [Target Dates for Tenure and Promotion Review](#) on the Provost's website.

In addition, the Faculty Affairs Committee recommended the following "preamble" be included on each of the documents communicating discipline-specific standards.

*The Santa Clara University Faculty Handbook (3.4.2) states
"Because the nature of teaching, scholarship or artistic creativity, and service differs in some respects among academic disciplines, the faculty of the college, schools, and division develop, adopt, and publish their respective clarifications of the three criteria. Candidates for tenure or promotion are referred to these publications, as amended from time to time, for a detailed explanation of the standards and procedures by which they will be evaluated."*

In accord with the Faculty Handbook, discipline-specific standards for tenure and promotion have been developed by departments or disciplinary areas to clarify the criteria and guidelines for promotion and tenure review for both candidates and evaluators. These standards should inform and guide, but not dictate, the professional review of a candidate's portfolio. As noted in the Handbook, the standards may be revised from time to time to reflect changes and refinements within the discipline.

Implementation Summary

In the first two academic years after the document is approved by the dean (2015-16 and 2016-17), candidates under consideration for tenure decisions are given the option of having the newly approved document distributed with their dossier so that their evaluation can be based on the explicit standards articulated in the document (see "[Promotion and Tenure Election and Consent Form](#)"). In the academic year that begins two years after the approval of documents by the dean (2017-18), all tenure cases will refer to the written document.

Departmental evaluation committees, as well as school and university rank and tenure committees, will reference the documents, as appropriate, as they formulate their tenure and promotion recommendations. The statements of disciplinary standards will also be made available to external reviewers.