

Modern Languages

DPEC Guidelines

Requirements for Promotion to Associate Professor:

Teaching

The goals of teaching in the Department of Modern Languages are to develop proficiency in the target language, encourage critical thought, and to foster cultural awareness. The department expects that junior faculty will develop effective teaching practices and establish sound advisement procedures. Evidence of effective teaching will include evaluation by DPEC classroom visits, analysis of student evaluations, and evaluation of course syllabi. DPEC will respect the academic freedom of faculty members to determine a personally effective pedagogy.

Service

The goals of service in the Department of Modern Languages are to engender a united department and to maintain the role that faculty governance plays in the college. Junior and senior faculty members should demonstrate willingness to serve at the departmental level, school, and/ or campus-wide level. Participation in the community life of the college (i.e. advising student organizations, contributing to campus events, participating in activities promoting modern languages and cultural diversity, and/or collaborating with faculty for scholarly and/or pedagogical development) will also count as service. When assessing faculty service commitments DPEC will consider that junior faculty are not encouraged to join campus-wide committees during the first year of their appointment unless they are hired with years in rank credited towards tenure and/or promotion, and the administrative recommendation that all faculty focus on no more than two committees per year.

Scholarship and Professional Activity

The goals of scholarship in the Department of Modern Languages are to sustain intellectual development, to remain current in our academic fields, to dialogue with a larger community of thinkers and to produce new knowledge or rethink existing knowledge. This development benefits faculty members as well as students since intellectual engagement enhances learning in the classroom and extends beyond the college community. Junior faculty members are expected to maintain an active involvement in scholarship and the professional community. Evidence of scholarly activity includes publication in peer-reviewed venues, presentations at professional conferences, the award of grants or fellowships, the participation as an editor or reviewer of a peer-reviewed journal and/or presentations to general audiences.

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Requirements for Tenure:

Teaching

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Promotion to Full Professor:

Teaching

Candidates for promotion to full professor should show substantial growth in their development of effective teaching practices and advisement procedures since their last promotion recognized by Keene State College. Evidence of this substantial growth will include evaluation by a DPEC classroom visits, analysis of student evaluations, and evaluation of course syllabi. DPEC will respect the academic freedom of faculty members to determine a personally effective pedagogy.

Service

Candidates for promotion to full professor should have demonstrated active service and leadership at the departmental, school and college-wide levels since their last promotion. Participation in the community life of the college (i.e. advising student organizations, contributing to campus events, participating in activities promoting modern languages and cultural diversity on campus as well as nationally and internationally, collaborating with faculty for scholarly and/or pedagogical development, and engaging in global academic involvement) will also count as service.

Scholarship and Professional Development

Candidates for promotion to full professor are expected to have shown substantial evidence of development in scholarship since their last promotion. Peer-reviewed publication (in print or online) since the last promotion is required. Supplemental evidence of scholarly and professional activity includes presentations and participation at professional conferences, the award of grants or fellowships, book reviews, and/or presentations to general audiences.