



College	WATTS College of Public Service and Community Solutions
Unit	School of Public Affairs
Document	Promotion and Tenure Criteria all ranks

Unit and college approval

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Promotion and Tenure Criteria and Guidelines for Tenure Track Faculty School of Public Affairs

The School of Public Affairs lives the ASU Charter¹ by preparing students and professionals for ethical, inclusive, and effective public service; conducting cutting-edge research of public value; and engaging locally, nationally, and internationally with the communities we serve.

Individuals seeking tenure and promotion are encouraged to demonstrate how their research, teaching, or service embodies the ASU School of Public Affairs' mission. There are many ways a candidate could demonstrate commitment to the School's mission and the ASU Charter through research, teaching, or service.

Assistant to Associate Professor

This document recognizes the interdisciplinary nature of the School of Public Affairs and its programs. The contributions of individuals to the programs of the School of Public Affairs vary in the type of portfolio that is produced, depending on their disciplinary backgrounds and field of interest. These guidelines provide general expectations for tenure and promotion decisions and are not rigid requirements.

Annually, the Director, in consultation with the Personnel Committee, will complete an assessment of performance in terms of current university and peer institution standards for promotion and tenure.

Research

Individuals seeking tenure and promotion need to provide evidence of a strong and ongoing research agenda resulting in publication of articles and/or books, as well as other research products that are relevant for their disciplinary background and field of interest. The number of publications will vary depending upon the type of publication. Quality and impact, rather than quantity, are the primary considerations in evaluating research publication productivity. Evidence of an active research agenda is essential. Other forms of creative expression and other outlets for dissemination of research may be considered if appropriate to the discipline of the individual faculty member. All research outputs will be considered in the tenure and promotion decision, but those outputs produced after joining the School faculty will be emphasized during the promotion and tenure review process.

¹ "ASU is a comprehensive public research university, measured not by whom it excludes, but by whom it includes and how they succeed; advancing research and discovery of public value; and assuming fundamental responsibility for the economic, social, cultural and overall health of the communities it serves," ASU Charter, accessed December 3, 2023, <https://www.asu.edu/about/charter-mission>.

The School of Public Affairs values research impact in both the scholarly literature and the practice of public affairs (e.g., public policy, public administration, emergency management, and related fields).

Quality Indicators

Indicators of high-quality research may include:

- a. The research is mostly published in highly selective, refereed journals or by academically oriented presses identified either by 5-year journal impact factors relative to journals from that field or recognized as leading journals by a consensus of scholars from the disciplinary field of the candidate. The candidate should discuss these journals with the School Director during the annual progress towards tenure review process.
- b. The research makes original contributions to theory, empirical understanding, or methodology that advance the field.
- c. The research has coherence and demonstrates substantial mastery of important research topics.
- d. The research leads to resources that can support a strong research agenda (such as sponsored research funding, partnerships, collaborations, and access to datasets).
- e. The research provides evidence of a promising trajectory of future publications and promotion (e.g., awards, invited talks, and other forms of recognition).

Impact Indicators

Indicators of impact may include:

- a. Citations and other indicators that research is recognized by other scholars, affecting the work of other scholars, or is utilized by other scholars.
- b. Evidence of the creation of intellectual property, such as patents, open-source datasets, and open-source software development.
- c. Evidence that the work is meaningful to other users or impacts the practice of public affairs (e.g., research contributions are applied in practice or provide the basis for training or technical assistance).

Authorship

Both single authored and coauthored publications are valued in the School of Public Affairs. The relative weight of authorship for publications will be evaluated on an individual basis depending on the contribution of the authors and the norms of the disciplinary field. The School of Public Affairs also values publishing with students. Faculty are encouraged to provide all relevant information about author contributions on their CV to highlight their role as senior, lead, co-first or corresponding author and to emphasize their roles as a mentor to student co-authors.

Sponsored Research Funding

Availability of funding varies depending upon the specialty area for the individual. Individuals specializing in areas where funding is available are encouraged to apply for research funding. The application for, and receipt of, research funding are indicators of research effort. The weight of the contribution of the individual will be assessed in each case. Applying for sponsored research funding is not a requirement for promotion and tenure.

Conference Presentations

Presentation of papers at academic and professional conferences is an important indicator of recognition and involvement in the individual's disciplines. Thus, presentations at international, national, regional, and other conferences will be considered in evaluation for tenure and promotion. Invited talks (e.g. keynote lectures) are also valued.

Teaching

Promotion and tenure requires a demonstration of proven excellence in teaching. Individuals seeking tenure and promotion are evaluated on their contributions in the classroom, mentoring of students, and serving on dissertation committees. The School of Public Affairs allows Assistant Professors to serve as a dissertation committee chair or co-chair before receiving tenure, but this is not required for promotion and tenure.

Teaching quality could be evaluated in several ways, including:

- a. student evaluations
- b. peer/senior evaluation of teaching
- c. curriculum materials
- d. development of new courses
- e. development of new course modalities (such as online courses)
- f. teaching and mentoring awards

The School is committed to inclusive excellence in teaching. As such, multiple types of evidence will be used to evaluate each candidate, ensuring a variety of viewpoints and opportunities for feedback.

Mentoring of students in independent study courses (readings and conference) and in research efforts are also important indicators of teaching quality.

Service

All faculty members are expected to act as responsible members of the School and Watts College. The School of Public Affairs expects faculty to engage in some university, professional, and community service. At the same time, untenured faculty members are encouraged to limit their service commitments to focus on their research agendas.

Associate Professor to Full Professor

Research

Promotion to the rank of professor requires the candidate to demonstrate a national and international reputation in the field of public affairs (e.g., public policy, public administration, emergency management, and related fields). National and international distinction is demonstrated through scholarly contributions that advance the state of knowledge in the field. This may be judged by highly influential research publications, significant effort and success with funded research, nominations for awards of practice or scholarship, and participation on expert panels and other forums.

With respect to the influence of publications, professor candidates are expected to marshal evidence using not only standard metrics such as citations, citation indices (e.g., Hirsch factors) and journal impact factors but also narrative explanations of the importance of the candidates' most prominent publications. The narrative should address how the research has advanced theory, methodology, policy or practice.

Teaching

Promotion to the rank of professor requires demonstration of proven, continuous excellence in teaching. Teaching performance at all levels (undergraduate and graduate) should be characterized by a high level of classroom teaching competence, innovative course design and delivery, and demonstrated impact. The candidate should provide any available evidence of contributions to teaching and mentoring as they speak to inclusive access for students.

Service

Promotion to the rank of professor requires demonstrated leadership in public and academic service. Examples of such leadership include service to national and international associations, leadership of conference panels or sections, holding office in an association, and membership on the editorial boards of journals. Public service may include providing advice to public agencies, business or nonprofit organizations, relevant media commentary, and various volunteer service activities. Additionally, promotion requires significant School-level, College-level or University-level service,

such as serving as the Director of an Academic Program, Director of a Research Center, Chair of a Search Committee, or committee service at the college-level or university-level.

Individuals seeking promotion to the rank of professor are encouraged to demonstrate how their leadership in research, teaching, and service embodies the ASU School of Public Affairs' mission and the ASU Charter. Examples include scholarly and public service leadership that advances the School's mission and the ASU Charter, among other indicators.