

UF Center for Latin American Studies
Tenure and Promotion Criteria
(Approved, May 2018)

Candidates for tenure and/or promotion in the Center for Latin American Studies will be evaluated with respect to their accomplishments in research, teaching, and service. UF guidelines require that candidates for tenure and promotion demonstrate distinction in two areas, normally research and teaching.

All Center-based faculty and Faculty Advisory Council (FAC) members of higher rank than the candidate will vote on tenure and promotion. Should the candidate's academic discipline not be represented, the Center Director, with the advice of the FAC, may appoint one additional voting faculty member from the Affiliate faculty. In addition to reporting the faculty vote, the Director must indicate in the tenure and promotion packet her/his endorsement or lack of endorsement of the nomination, and explain any assessment results that total more than 20% negative, absent, or abstain.

Tenure and/or Promotion to Associate Professor

- **Teaching** – Teaching effectiveness will be evaluated in a number of ways, including peer evaluations of classroom performance, instructional materials (e.g. syllabi, exams), student evaluations, supervision of interns, honors theses, and University Scholars, course and curriculum development, and advising graduate students as chair or member of thesis and dissertation committees. Candidates must demonstrate a sustained commitment to excellence in teaching and student mentorship.
- **Research** – The intrinsic heterogeneity and interdisciplinarity of the field of Latin American Studies requires flexibility with respect to specific research expectations. We therefore recognize a multiplicity of scholarly trajectories marked by significant accomplishments that may range from: models in which scholarly books are expected; to those in which articles in peer-reviewed journals and book chapters, often co-authored, are the primary mechanism of scholarly communication; to creative activity in which performances, exhibitions, and films are expected; or some combination thereof. A candidate's expected productivity should therefore be interpreted in light of the nature and scope of their research and areas of specialization. The expectation for LAS candidates is that they will have published a book or a significant number of refereed articles, as principal/senior author, or disseminated their creative work through professionally recognized media (performances, publications, exhibits, recordings, media broadcasts). The quality and impact of the journals and publishers will bear on publication assessments. The publication of dissertation-derived research is encouraged; but evidence of expanded or new research is essential. The ability to obtain fellowships, grants, and awards will enhance the candidate's standing, as will paper presentations at conventions or other scholarly meetings.
- **Service** – Candidates must have demonstrated commitment to enhancing the life of the Center and University. The service contributions of untenured assistant professors are kept relatively light to facilitate excellence in teaching and research. Nonetheless, some student advising and committee work is expected. Regular participation in faculty meetings as well as attendance at faculty recruitment colloquia is expected. Scholarly service to the field (e.g. reviewing submissions to journals and panel participation at professional meetings) is also

expected. The Center encourages service contributions to the community, state, nation and internationally.

Promotion to Full Professor

- **Teaching** – Teaching effectiveness will be evaluated in a number of ways, including peer evaluations of classroom performance, instructional materials (e.g. syllabi, exams), student evaluations, intern supervision, course and curriculum development, and participation in thesis and dissertation committees. Teaching performance must be exemplary to merit promotion to full professor. Normally this will include supervision of theses and dissertations. Innovative curriculum development is expected. In addition, candidates for Full Professor will usually be expected to facilitate graduate student degree completion (e.g., helping with grant submissions, co-presenting and publishing with graduate students, facilitating research opportunities).
- **Research** – Candidates must have established a national and/or international reputation for excellence in scholarship/creative activity, as made evident by the number of publications/creative work and the quality/impact of their journals and presses, by book reviews, by the extent of citations of work, and by assessments of recognized authorities. There must be evidence of substantial publications/creative activity since the candidate was last promoted, indicating a sustained research program. Significant success in obtaining grants, fellowships, and/or awards is expected.
- **Service** – Candidates must have established a notable record of service to the Center and University, as well as to the profession. This service should include the assumption of leadership roles (e.g. chairing committees, administering programs, organizing and convening sections for annual meetings, membership on editorial boards). Contributions to the community, state, nation, and internationally also are expected.