

DEPARTMENT OF RELIGION
Statement on
Significant Professional Activity

The Department of Religion encourages scholarly and professional activity by its members as an enhancement to good teaching, for its contribution to the study of Religion and the realm of human knowledge, and for the contribution it enables members to make to the community and society in general. The department regards significant professional activity as consisting of publication, oral presentations, leadership in professional organizations, and honors, awards, and grants. We evaluate these activities holistically, recognizing the distinct contributions and rhythms of individual careers. The following comments aim to express the department's view of how these activities should be weighed in considerations of Tenure and Promotion.

I Publication

- A. Type: Books, a published dissertation, articles, translations, chapters or parts of books, book reviews, edited works, and review articles, for professional and general audiences.
- B. Quality: Quality of insight and competence in scholarship weigh most heavily. More weight normally would be given to scholarly books, refereed or invited articles, and reviews in important journals than to general books and articles, non-refereed, and in-house publications
- C. Quantity: For promotion to Assistant Professor, the Ph.D. For Tenure and promotion to Associate Professor and Professor, we do not set a quantified standard in single areas, but expect to see evidence of sustained professional activity. Candidates for Tenure or Promotion should realize that their case would be weak if they have not produced published work. Expectations will be higher in the higher ranks.
- D. Comments:
 - 1. The Department of Religion recognizes diversity of gifts and interests in the matter of publication and therefore retains flexibility in evaluating this area of professional activity.
 - 2. In exceptional cases, significant scholarly work that has been completed but is as yet unpublished could be evaluated by peers.

II. Oral Presentations

- A. Type: Papers at national or regional meetings, panel and workshop or seminar participation, formal responses to papers, lecture series, and addresses to religious or community groups on a professional topic.
- B. Quality: Normally, papers for one's scholarly peers will receive more weight than presentations to a general audience.

- C. Quantity: The same principle applies here as in Publication. The department urges its members to make public presentations of appropriate kinds but does not set exact quantitative guidelines. Clearly some activity on this side of professional activity is desired and expected of candidates seeking Tenure or Promotion. Generally, the higher the rank the greater the expectation regarding oral presentations.

III. Leadership in Professional Organizations

- A. Type: Holding office in national, regional, or local organizations. Organizing or presiding at sessions of professional organizations. Holding membership in and attending meetings of such professional groups. Editorial, refereeing, and reviewing responsibilities, for scholarly publications and other educational institutions.
- B. Quality: It is reasonable to place leadership on a national level above other cases, but wide differences of opportunity and interest must also be considered.
- C. Quantity: The department encourages such leadership in professional circles but does not find it desirable to offer a quantitative measure.

IV. Honors, Awards, and Grants

Comments:

1. The Department of Religion assumes that honors, awards, and grants representing recognition from beyond the College usually will have more weight than those conferred locally.
2. It might be noted that there is a relatively small number of grant giving foundations that offer grants to persons teaching in the field of Religion. The same principle applies here as in Publication. The department urges its members to make public presentations of appropriate kinds but does not set exact quantitative guidelines. Clearly some activity on this side of professional activity is desired and expected of candidates seeking Tenure or Promotion. Generally, the higher the rank the greater the expectation regarding oral presentations.

V. Leadership in Professional Organizations

- A. Type: Holding office in national, regional, or local organizations. Organizing or presiding at sessions of professional organizations. Holding membership in and attending meetings of such professional groups. Editorial, refereeing, and reviewing responsibilities, for scholarly publications and other educational institutions.
- B. Quality: It is reasonable to place leadership on a national level above other cases, but wide differences of opportunity and interest must also be considered.
- C. Quantity: The department encourages such leadership in professional circles but does not find it desirable to offer a quantitative measure.

IV. Honors, Awards, and Grants

Comments:

1. The Department of Religion assumes that honors, awards, and grants representing recognition from beyond the College usually will have more weight than those conferred locally.
2. It might be noted that there is a relatively small number of grant giving foundations that offer grants to persons teaching in the field of Religion.