

## Community Engagement in Faculty Appointments, Promotion and Tenure Policy

The policy language provided here is crafted in such a way as to share with readers the changes that were made to the original policy through the amendments that advanced a stronger and clearer recognition of community engaged teaching, service and scholarship. The highlighted sections indicate new language that was added to the existing policy; the strike-out words demonstrate those that were deleted in the course of these revisions. This policy is part of the official Pitzer College's Faculty Handbook.

### A. Criteria For Contract Renewal, Promotion, And Tenure

Pitzer College, first and foremost, values excellence in teaching. Pitzer aims to renew, promote and tenure faculty members who are actively engaged as effective educators, mentors to students, scholars in their disciplines, intellectual resources for colleagues, students, and the community, and responsible participants in College governance. The scheduling of contract renewals, promotion, and tenure is outlined in section 4.6 of the By-Laws. The criteria for contract renewal, promotion and tenure are specified in section 4.4 of the By-Laws. These criteria are organized into three major categories, which are listed below. Teaching and advising is the most important category. Scholarly and artistic activities and service to the college and other communities are equally important categories. Faculty are expected to make contributions to all three areas, with the understanding that expressions may vary by the disciplinary or interdisciplinary nature of a faculty member's work.

#### 1. Teaching and Academic Advising

Pitzer College expects all faculty members to be effective teachers and advisors. Pitzer College recognizes that there are many different teaching and advising styles, and that effective teaching and advising encompasses a variety of approaches, methods, and activities. Although there are no precise guidelines for evaluating effectiveness in teaching and advising, these can be manifested in a number of ways, such as, but not limited to:

##### a. Teaching

- effectiveness inside and outside the classroom
- curricular contributions to the faculty member's field group
- curricular contributions to the educational objectives of the college
- curricular innovation and development
- ~~sponsorship of internships and other~~ non-traditional means of teaching and learning
- supervising student participation in research projects or internships
- teaching, mentoring, or overseeing students in the context of public, campus- or community-based courses or projects

##### b. Academic Advising

- effectiveness in orienting first year students to the Pitzer experience
- helping students design courses of study appropriate to their interests and needs
- assuring that advisees meet concentration requirements and the educational objectives of the college
- assisting students in establishing summer and post-graduation plans

## 2. *Scholarly and Artistic Activities*

Pitzer College greatly values the contributions of its faculty members to scholarship and the arts. Pitzer faculty are expected to show involvement in their field(s) by, for example:

- publication of books, articles, and reviews
- performances and exhibitions where relevant
- ~~technical reports of applied research and/or action research~~
- presentation of papers at professional meetings
- editing of scholarly journals and publications
- serving as panel chair or as a discussant at professional meetings
- portfolios, products, reports, or artifacts of public, campus- or community-based scholarship, artistic activities, or other forms of engaged and applied scholarship
- other evidence of ongoing professional activity

The relative importance of particular forms of scholarly or artistic activities differs by field(s) of study. Through the annual review process, field groups, as well as the Dean of Faculty, are expected to provide early and ongoing guidance to colleagues regarding appropriate scholarly and artistic productivity (see Section V.L, below).

## 3. *Service to the College and Other Communities*

As an institution committed to self-governance, Pitzer College places a high value on faculty members' contributions to the governance of the college. It also values the contributions its faculty makes to the intellectual life of the college and the services provided by faculty members to the community. These efforts can be exhibited in a number of ways, such as:

- participation in the governance of the college (e.g., faculty meetings, college council)
- service on college and intercollegiate committees and contributions to college and intercollegiate programs
- service to field group(s)
- acting as an intellectual resource for colleagues, students and the community
- serving as a mentor to other faculty members
- participating in the governance of professional associations

- public, campus- or community-based projects that advance the educational objectives of the college
- facilitating public access to academic knowledge, art, and resources
- participation in public or community-based initiatives
- ~~service to the wider community~~