

Sociology/Anthropology Program Standards Aligned with College Standards

5.00 COLLEGE STANDARDS FOR FACULTY EVALUATION

The additional Sociology/Anthropology Program Standards, where relevant, appear in italics.

This policy covers all members of the Sociology/Anthropology Program faculty, including tenured faculty, tenure-track faculty, non-tenure track faculty, and part-time faculty.

The Faculty of the Sociology/Anthropology Program supports the College standards and the School of Social and Behavioral Sciences standards and intend for the elements of this document to further elucidate the areas of teaching, scholarship, and service from the perspective of the Sociology/Anthropology Program.

The College expects faculty to excel in a variety of ways and to balance teaching, scholarship/creative activity, and service effectively. Sustained excellence in teaching is a necessary but not in itself a sufficient condition for tenure or promotion to higher rank. Except in unusual circumstances, scholarship leading to peer-reviewed publication and/or peer reviewed creative activity is also a requirement for tenure and promotion to higher rank. Any exception to the expectation will be documented in writing. Faculty are also expected to contribute to College, community and/or professional life through service activities.

5.1 COLLEGE STANDARDS

5.1.1 This section outlines College standards for the evaluation of all faculty and the process whereby School and Program standards, consistent with the College standards are re-stated in terms consistent with the character of the different Schools and disciplines.

5.1.2 The College expects all faculty to meet and continue to meet these standards. For probationary faculty the College will expect consistent evidence of positive development in all areas of evaluation. Adjunct, part-time, and tenured faculty are expected to sustain an overall pattern of excellence consistent with their rank and assigned responsibilities.

5.1.3 The College recognizes that faculty members, either in response to evaluations or in the interest of continuing vitality, may create individual paths towards excellence in a blend of teaching, scholarship/creative activity and service that allows them to distinguish themselves. Consistent accomplishment over time will be evaluated positively, while recognizing that a candidate's relative contributions to the campus community in terms of teaching/librarianship scholarly/creative/professional activity and service normally will vary over time. Therefore, short periods of relatively less activity in one area should be complemented by greater activity in the others, producing balance and a consistently high level of accomplishment overall.

6.00 ELABORATION OF COLLEGE STANDARDS FOR TEACHING FACULTY

6.1 Teaching

6.1.1 Educating students, both inside and outside the classroom, studio, or laboratory is the College's primary purpose. Therefore, performance in teaching carries the greatest weight in the evaluation of faculty. All aspects of teaching, including preceptorial teaching, will be evaluated in order to gain a clear understanding of each faculty member's performance. *Our highest priority in the Sociology/Anthropology Program is excellence in teaching.*

6.1.2 In broad terms excellence in teaching is characterized by:

6.1.2.1 A thorough and current command of the subject matter, teaching techniques and methodologies of the disciplines one teaches. *In Sociology/Anthropology, classroom teaching should emphasize emerging research findings, societal implications, and the often contentious nature of the issues, as well as the direct and important policy implications of the knowledge and understanding we foster. Our goal is to shape engaged citizens, trained professionals, critical analysts, scientists, and contemplative scholars, all at the same time. A Sociology/Anthropology faculty member should impart the idea that students can make a difference in society.*

6.1.2.2 Sound course design and delivery in all teaching assignments – whether program or General Studies, introductory or advanced offerings — as evident in clear learning goals and expectations, content reflecting the best available scholarship or artistic practices, and teaching techniques aimed at student learning.

6.1.2.3. The ability to organize course material and to communicate this information effectively. The development of a comprehensive syllabus for each course taught, including expectations, *goals/objectives*, grading and attendance policies, and the timely provision of copies to students.

6.1.2.4 Excellence in teaching also entails respect for students as members of the Stockton academic community, the effective response to student questions, and the timely evaluation of and feedback to students.

6.1.2.5 In Sociology/Anthropology, we expect professional and individualized precepting.

6.1.3 Where appropriate, additional measures of teaching excellence *recognized by the Sociology/Anthropology Program faculty that may take place outside of the classroom* are:

6.1.3.1 Ability to use technology in teaching.

6.1.3.2 The capacity to relate the subject matter to other fields of knowledge.

6.1.3.3 Seeking opportunities outside the classroom to enhance student learning of the subject matter. *In Sociology/Anthropology, these opportunities include:*

- *The development and supervision of internships and student research in Atlantic and other nearby New Jersey counties.*
- *The development and fostering of opportunities for community, social and policy engagement for our students through internships, voluntary civic involvement, and research endeavors.*
- *The supervision of independent studies and undergraduate honors projects.*

6.2 Scholarly and Creative Activity

6.2.1 The teacher-scholar model recognizes that a serious and continuing commitment to scholarship or creative activity enriches teaching and is the foundation of sustained excellence within the classroom. *The Sociology/Anthropology Program, mindful of the multidisciplinary roots of the field in the social sciences, law, and increasingly in the natural sciences, recognizes the value of innovative, original, disciplinary, and interdisciplinary scholarship.*

6.2.2 Publications and creative work in support of reappointment and tenure are those achieved during the applicant's probationary period. Activity in support of a post-tenure promotion or range adjustment is that work completed since the most recent promotion or range adjustment.

6.2.3 The College recognizes a wide variety of scholarly vehicles: disciplinary or interdisciplinary research, pedagogical research, applied research, integrative scholarship, artistic or creative activity, grant acquisition. Scholarly or creative activities may take many forms and use different vehicles to communicate with the broader academic community. *In Sociology/Anthropology, great value is placed on scholarship that enriches or advances our understanding of social change, human behavior, and the social and political environment in the United States or in other countries, and should not be constrained by disciplinary boundaries.*

6.2.3.1 The College recognizes that the time and effort required to complete scholarly or artistic projects may vary markedly among disciplines and sub-disciplines. Such variance is addressed in approved school and these Criminal Justice Program standards. *In Sociology/Anthropology, scholarship ranging from the theoretical to the empirical that enhances the public understanding of social issues and pressing policy matters or which assesses interventions and resources that benefit the well-being of individuals, families, organizations and communities is also valued and may take the form of books or articles, professional papers, policy documents, innovative curricula in the form of pedagogical research, journal articles, and many other printed products or media that help inform*

citizens, shape public dialogue, inform policymaking, and improve the lives of diverse people across the lifespan.

6.2.4 It is always the case that the burden is on the candidate to document the excellence of one's work. In cases of shared or multiple authorship, clarification of the degree of one's participation is expected. In cases of conference presentations or proceedings, clarification should be provided with regard to the selectivity of the review process. Typically, central to judgments regarding scholarly and creative activity are:

6.2.4.1 The capacity to bring scholarly or creative projects to completion.

6.2.4.2 A mix of scholarly activities appropriate to one's appointment, e.g., in some cases scholarly activity will be primary, in others creative activity.

6.2.4.3 Judgments of the worth and significance of the work by those qualified to make such judgments. These may include disciplinary peers, professional organizations, *ad hoc* groups such as evaluation, judging, or refereeing panels.

6.2.4.4 Documentation of the impact of one's work

- with students
- within the scholarly area
- within higher education generally
- on documented standards of best practices in pedagogy
- in the application of one's work
- as evident in citations of one's work
- on public policy or institutions
- in the artistic/cultural realm
- or in educational settings

6.2.4.5 Just as in the case of traditional scholarship involving the discovery of new knowledge, when one's work consists of pedagogical, integrative or applied scholarship, its significance may be documented by demonstration of clear goals, adequate preparation, appropriate methods, significant results, effective presentation, and reflective critique. Presentation before peers and colleagues and advancing the discipline are also expectations of alternate forms of scholarship. *Because sociological/anthropological scholarship often has an impact on a wide variety of people and communities, professionally reviewed scholarly work that is designed to address community needs and issues is considered by the Program to be equally significant to traditional scholarship.*

6.2.4.6 The College understands excellence in a variety of scholarly or creative activities to embody the following:

6.2.4.6.1 Books should be published by reputable academic or trade presses and reviewed in appropriate journals. *In Sociology/Anthropology, chapters in books are valued as well.*

6.2.4.6.2 Articles, essays, and creative writings should be published in appropriate scholarly journals, whether print or electronic. Some assessment should be made as to the quality of the journal in which the piece appears; in particular, its scholarly reputation and whether or not the journal or proceedings are peer reviewed. *In Sociology/Anthropology, publications in peer reviewed professional journals in sociology or anthropology, or in related fields are valued.*

6.2.4.6.3 Scholarly and creative activity that involves students as co-presenters, co-participants, or co-authors.

6.2.4.6.4 A presentation should be evaluated on the quality of its content and on the prestige of the meeting where it was delivered. Qualitative judgments are best made when copies of presentations are made available. National and regional meetings should rank higher than local meetings in most instances. Scholarly presentations should be ranked more highly than non-scholarly ones. Competitive selections as well as presentations receiving disciplinary acknowledgement for excellence should be noted. In most disciplines a record of scholarship based on presentations alone will not be evaluated as highly as one including refereed publications. *In Sociology/Anthropology, public or professional presentations that have been professionally reviewed may play an important role in this process and will also be valued as examples of engaged scholarship. As a further reflection of our commitment to quality teaching, we believe that research, publications, or other endeavors that help advance pedagogical understanding and develop quality teaching and curricula may also be a valued contribution to the faculty member's research portfolio.*

6.2.4.6.4.1 Public or professional presentations, research, projects, reports or demonstrations that may bridge teaching, scholarship and service and extend outside of the college into the community are particularly valuable to our field.

6.2.4.6.5 Other forms of scholarly or creative activity that may appear in emerging scholarly or artistic media may be included as well, provided that comparable standards of peer review can be applied to them.

6.2.4.6.6 Professional activities undertaken as a practitioner or consultant are considered scholarly activity when they go beyond the routine application of knowledge to the creation of new knowledge and the development of new standards for practice. Such qualities distinguish between scholarship and professional service. Those making the judgments regarding the standards for applied research necessarily involve more than clients and include academic peers familiar with the area of practice under consideration. *In Sociology/Anthropology, connections with*

local agencies, organizations, or businesses can foster student engagement in the community, solve local problems and also contribute to the body of literature in our fields. While peer review is the intended process for scholarship, in the event that this mechanism is not in place for some policy-oriented publications, the faculty member should find alternative criteria to demonstrate quality and impact.

6.2.4.6.7 Grants or monetary awards that are funded or reviewed as fundable from governmental or non-governmental organizations are considered examples of scholarship if those grants and awards are subject to external peer review.

6.2.4.6.8 Faculty engaged in community outreach can make a difference in their communities and beyond by defining or resolving relevant social problems or issues, by facilitating organizational development, by improving existing practices or programs, and by enriching the cultural life of the community. Scholarship may take the form of widely disseminating the knowledge gained in community-based projects in appropriate professional venues in order to share its significance with those who do not benefit directly from the project. *In Sociology/Anthropology, contributions of this interdisciplinary nature are encouraged and supported in a faculty member's portfolio.*

6.3 College and Community Service

6.3.1 The faculty role includes contributions to the achievement of the College's mission through effective participation in governance activities including leadership roles at the program, school, or College-wide levels. These contributions may require the capacity to work collaboratively with other members of the College community, including activities related to alumni and the College Foundation.

6.3.1.1 In Sociology/Anthropology this includes:

- *the development, enrichment, or leadership of the academic program, including service as program coordinator, coordination and management of ongoing internship placement relationships, suggestion and organization of new academic tracks*
- *coordination of self-study, certification or accreditation efforts*
- *service to the college and school through participation or leadership in committees or other formal or informal college initiatives*
- *service to the campus community through the development of engagement or enrichment opportunities for our students, or for future students.*

6.3.2 Faculty may also contribute in broader arenas such as state or regional organizations or disciplinary associations. In addition, faculty may contribute to the College's public mission through service to our community, region, and the State or the Nation. *In Sociology/Anthropology, this may consist of:*

- *broader community service with local, regional, or national organizations, including service on boards of directors and advisory committees.*
- *professional service of many types, including advisement, consultation, and planning.*

6.3.3 Normally the College expects probationary faculty to serve the College and community in selected activities, while faculty who are tenured and/or of senior rank would be expected to have more substantial records in this area, as demonstrated by achievements in leadership on campus and to their disciplines and professional organizations. *Sociology/Anthropology strongly values college and community service and terms it an important aspect of faculty development.*

6.3.4 Evaluation of achievements in this area focuses on the significance of participation, the impact of service, the scope of responsibilities, and the effectiveness of participation. Clear goals, adequate preparation and appropriate methods of providing service, significant results of the service, and reflection on the contribution and its use to improve the quality of future service are all aspects of documenting achievement in campus and community service.

6.3.5 Evidence of effectiveness in College or community service may include such items as:

6.3.5.1 One or more instances when one has used one's professional skills or knowledge for the benefit of the College, or of a non-college group or individual.

6.3.5.2 Contributions to professional organizations that are focused on service or professional responsibility as opposed to scholarship, research, or artistic/creative work. For example, an officership or service on a professional board may be more appropriately listed here, whereas editing a special issue of a journal may be more appropriately listed under the section on scholarship.

6.3.5.3 General civic or community activities to which one has contributed one's professional skills or a significant amount of time, talent, energy, and involvement beyond that which might be expected by the usual citizen or member. *In Sociology/Anthropology, service which brings a faculty member's skills, analytical abilities, or academic expertise to bear on a social challenge or objective is particularly valuable; similarly, general social engagement that enriches the community, strengthens the bonds between campus and community, helps fulfill the college's responsibilities as citizen, or allows the faculty member to form a richer understanding of community issues and bring that understanding to their teaching is also of value. The centrality of community and professional service to the applied research and teaching of many program faculty members may link service with teaching and research in important and indelible ways, and thus enrich multiple aspects of the faculty member's contribution to the college, community, and society.*

Summary

The Sociology/Anthropology program faculty should demonstrate excellence in teaching, in scholarship, and in college and community service. Because of the Program's interdisciplinary nature, and because of its necessary contact with the wider community, we recognize that teaching, scholarship, and college and community service go hand in hand and can reinforce one another. We also recognize that while faculty will in the long run contribute in all areas, there may be temporary periods in which performance in one area outweighs performance in some other areas and that balance will be restored in time.