



UNIVERSITY
ST. THOMAS

University of St. Thomas
Theology Department

Discipline Specific Criteria

In the performance evaluation of a faculty member, a difficult assessment needs to be made as to whether the performance of the faculty during the academic year and/or during the six years preceding tenure decision promise that the faculty member has demonstrated a pattern of ongoing excellence in teaching, the intellectual life, and in service to the department and university. As a benchmark for such evaluations, the question should be answered whether the faculty member, vis-à-vis his/her colleagues, shows evidence of a mindset or habit of excellence in the areas of teaching, scholarship, and service.

Teaching

The University is primarily a teaching institution, and thus teaching is the chief activity of faculty. Excellence in teaching is the *sine qua non*, though not sufficient condition, for faculty advancement. Key performance indicators (e.g., course evaluations, and so on) should be within or above the standard deviation as set by the Theology Department. The Theology Department also considers peer evaluations an important means of assessing teaching performance.

Scholarship

In the field of theology, the intellectual life reveals itself in forms including conference presentations, book reviews, critical editions and translations of theological materials accompanied by critical introductions and commentary, articles in scholarly journals, chapters in books, and books. In the evaluation for Tenure and Promotion, conference papers and book reviews without other forms of work demonstrating the intellectual habit are not sufficient for the promotion and tenure. The outlet for such publications, although normally in peer-reviewed journals, should be recognizable as serious and respectable by colleagues and experts in the theological discipline. For example, published writings that are intended for a general and lay audience and/or lack serious academic rigor (e.g., spiritual reflections, opinion pieces, etc.) may have value as service but not as serious scholarship.

Normally the department chair is responsible for evaluating a faculty members merits, but the chair can also solicit his/her colleagues or, when deemed appropriate and necessary, an external peer reviewer in the same discipline to review the faculty members's publications.

Service

The faculty member is to have demonstrated annually service to the department and/or the university through advising, committee work, independent studies or directed readings, student club moderations and other services. Service to the Catholic community (leadership roles at retreats, lectures in parishes, publications to general audience, etc.) also contributes to meeting the service requirement.