

**Criteria and Guidelines for Promotion and/or Tenure
The Women's Studies Program
College of Arts and Sciences
Texas Woman's University**

Mission of the Women's Studies Program

The mission of Texas Woman's University includes empowering students "by inspiring intellectual curiosity and lifelong learning, embracing scholarship and research, developing leadership and personal responsibility, and promoting diversity and respect for all individuals." In keeping with this university-wide mission, the Women's Studies Program emphasizes an understanding and appreciation of women's studies as a transdisciplinary, cross-cultural field of study that uses multiple critical lenses to question, expand, and transform existing modes of knowledge and power. This program provides a curriculum grounded in multicultural-feminist/womanist theories, methodologies, and ethics; examines interrelationships among gender, 'race,' ethnicity, sexuality, disability, class, region, religion, and other systems of difference; develops critical thinking about social institutions, knowledge systems, and social change; promotes transdisciplinary and interdisciplinary scholarly endeavors; and seeks to prepare leaders, particularly women, who will have the skills to negotiate change in academic and community settings.

Definitions

We define "multicultural-feminist accomplishments" as academic accomplishments informed by a commitment to social justice that includes examining and seeking to transform inequalities based on gender, 'race,' sexuality, class, and other social categories.

We define "interdisciplinary" as the combination of several distinct academic fields.

We define "transdisciplinary" as a holistic approach to academic study; it entails a synergistic, transformative integration of disciplinary knowledges.

Parameters for Faculty Evaluations

The following should be considered in evaluating faculty with appointments in women's studies at TWU:

- Teaching
- Scholarship
- Service

Definition of Faculty Roles

Teaching includes formal classroom activities, student guidance and advising, directing student research, and student mentoring at the undergraduate and graduate levels as appropriate.

Scholarship includes producing and distributing knowledge through peer-reviewed, juried, or adjudicated publications (journals, book chapters, books, and/or media materials); grant-writing; presenting papers at professional meetings and other universities; and/or performances/exhibits representing contributions to the field of women's studies and/or the faculty member's discipline(s). Graduate faculty should serve as scholar role models by promoting national and/or international recognition of the program through scholarship.

Service shall include participating in shared governance at the program, college, and university levels as deemed appropriate within the context of program needs and available faculty resources; extending scholarly expertise to appropriate local, national, and/or international audiences, agencies, or organizations; and contributing leadership to regional and/or national professional organizations.

Because the discipline of women's studies is an emerging, interdisciplinary field of study, it is important to define carefully the criteria for evaluating women's studies faculty members in the areas of teaching, scholarship, and service in accordance with the mission of the Women's Studies Program at Texas Woman's University.

Components and Criteria for the Evaluation of Teaching

Faculty members are expected to emphasize women's studies through interdisciplinary, multicultural-feminist scholarship. Course content should reflect the transdisciplinary, multicultural-feminist goals addressed in the mission of the TWU Women's Studies Program. Because women's studies is an evolving and dynamic interdisciplinary field, it is expected that faculty members will actively pursue currency within their area(s) of expertise. Because the program has a strong graduate component, it is expected that faculty may be called upon to (re)develop expertise in an area needed within the program, that appropriate guidance and support will be given to the faculty member, and that an evaluation will take into account such contextual conditions.

Teaching encompasses both the way(s) in which knowledge is transmitted and the process(es) through which students develop critical thinking. While the end result of an effective learning process is that students progress through a course to demonstrate competency in course objectives, it is the instructor's responsibility to guide and direct students through the process. Toward that end, teaching methodologies will include consideration of how the instructor and students construct learning. Because teaching methodologies can

vary, and because class size influences pedagogical options, a wide variety of methodologies should be accepted within an evaluation context. However, some of the following pedagogical characteristics are the minimum expected within Women's Studies courses:

- Multidisciplinary and multicultural content
- Challenges to existing perspectives, modes of inquiry, and analysis
- Integration of subjective experience into theoretical or critical frameworks
- Introduction to a wide variety of feminist/womanist perspectives and texts

Course management is a necessary component of teaching. This component includes attending in a timely manner to paperwork and course-related procedures deemed relevant by the academic administrator and university administration. This includes regular and punctual class attendance as well as accurate record-keeping relevant to grades and student absences. Participation in these procedures is often necessary to produce materials for accreditation or institutional assessment. Course management may also include the supervision and training of graduate assistants whose appropriate placement should be determined by accreditation standards and each student's competence and readiness to assume responsibilities in the classroom and not by the instructor's needs.

Other teaching-related components include student guidance and advising. Student guidance includes, but is not limited to, advising undergraduates; directing theses; chairing or serving on graduate committees; overseeing internships; participating in student orientation workshops and mentoring programs; and mentoring graduate students in professional development related to teaching, conference presentations, publications, curriculum vitae, and job searches. Advising includes working with students to identify appropriate coursework and/or to develop degree plans; mentoring students in skills, abilities, and intellectual leadership; promoting professional development, particularly for graduate students; working with all students toward effectively using university resources such as Disability Support Services or Career Services; writing letters of recommendation; and enabling students to find appropriate graduate school programs for continued study.

Components and Criteria for the Evaluation of Scholarship

Because women's studies is an interdisciplinary (and at times transdisciplinary) field, scholarship may include work in the humanities, social sciences, and natural sciences (including, but not limited to, art exhibitions, performances, theoretical pieces, interpretive work, literary analysis, historical studies, quantitative research, and qualitative research). Faculty members are expected to produce and distribute multicultural-feminist scholarship as a means to help achieve national recognition for the program. New-career faculty members are to be mentored in developing a scholarly agenda consistent with the program, college, and university missions. Scholarly activity constitutes a process and endeavors that result, in a timely manner, in an end product. To facilitate equitable peer and

administrative review of faculty, peer-reviewed products are expected and should include some evidence from reviews, letters from editors, and/or news articles.

Several phases of scholarly productivity are considered part of the process noted above but can vary by discipline within an inter- or transdisciplinary programmatic context. At a minimum, scholarly activity should include the initiation and production of scholarly work within the context of a systematic personal or collaborative agenda. Scholarly activities can include presenting papers; curating exhibits and/or leading rehearsals; gathering data; managing laboratory work; and/or analyzing/reviewing appropriate materials. Scholarly products can include works as diverse as published articles, books, book chapters, or reviews; performances or exhibits; or grant proposals for either internal or external funding that are a part of a working agenda. Publications should be in high-quality venues. Products of research published via the Internet should be adjudicated in some manner.

Components and Criteria for the Evaluation of Service

The focus of service in women's studies is to 1) serve the program, college, and university missions; 2) participate collegially in committee work and in shared governance at all levels; and 3) extend faculty expertise to the larger community, including the profession. Faculty members are expected to share expertise and to exercise leadership in all areas as time and individual and programmatic goals permit.

Faculty members are also expected to demonstrate collegial relationships and professional cooperation in the academic unit. Collegial relationships and professional cooperation are demonstrated by the ability to share and listen thoughtfully to ideas as well as the willingness and ability to work cooperatively; collegiality also entails participation in shared decision-making with other faculty in the program, on program committees, on student advising and research committees, and on university-wide committees.

Criteria for Promotion in Women's Studies

Promotion to a higher professional rank is the expression of achievement and expectation of continued excellence in performance. Promotion shall be recommended on the basis of proven professional ability and demonstrated potential according to the program's and university's criteria of excellence in teaching, scholarship, and service. With every increase in rank, faculty must meet the minimum requirements outlined below, accumulate a record of professional growth, and contribute to the Women's Studies Program, the university, and the profession.

The faculty member's area(s) of expertise and work should be consistent with the mission and with the needs of the Women's Studies Program, the College of Arts and Sciences, and Texas Woman's University. In addition, the candidate must provide evidence of continued productivity in teaching, scholarship, and service consistent with the needs, goals, and mission of the Women's Studies Program and the university. The candidate must also demonstrate collegial relationships and professional cooperation in the academic unit. Collegial relationships and professional cooperation are demonstrated by the ability to share and listen thoughtfully to ideas as well as the willingness and ability to work cooperatively; collegiality also entails participation in shared decision-making with other faculty in the program, on program committees, on student advising and research committees, and on university-wide committees.

In considering faculty members with appointments in women's studies for promotion, peer reviewers and administrators at the various levels of review must note carefully the teaching assignments and workloads of applicants for promotion in addition to the applicants' records of scholarship and service.

The charts on pages 7-16 summarize requirements for promotion to the ranks of Assistant Professor, Associate Professor, and Professor in the Women's Studies Program at Texas Woman's University.

Criteria for Tenure in Women's Studies

Although the tenure decision routinely coincides with the decision for promotion within the tenured ranks, there are occasions in which the tenure decision occurs in isolation from promotion to a higher rank.

To receive tenure at the Associate or Professor rank, the faculty member must have a cumulative record of positive annual performance evaluations during the probationary period, or substantial evidence of progress and achievement of such performance after a slow start or uneven early performance. The candidate also must possess the terminal degree for the profession, normally the doctorate.

The faculty member's area(s) of expertise and work should be consistent with the mission and with the needs of the Women's Studies Program, the college, and the university. In addition, the candidate must provide evidence of continued productivity in teaching, scholarship, and service consistent with the needs, goals, and mission of the Women's Studies Program and the university. The candidate must also demonstrate collegial relationships and professional cooperation in the academic unit.

The candidate must present supporting evidence of accomplishments in all of the criteria listed below:

Teaching: There must be evidence of effective teaching at both the undergraduate and graduate levels (as the curriculum allows); and evidence of continuing scholarship related to teaching (e.g., developing new courses, updating existing courses, integrating new research or teaching methods, and participating in curriculum development). There must be a continuing willingness to assume advising responsibilities as needed at either the graduate or undergraduate levels as well as evidence of competence in effective advising or ability to work with students in other capacities consistent with the mission of the Women's Studies Program.

Scholarship: There must be evidence of publication in high-quality journals, books, edited collections, and/or monographs relevant to Women's Studies; presentation of papers, seminars, and/or workshops at regional, state, or national meetings; and submission of proposals for research funding.

Service: There must be evidence of active service to the Women's Studies Program and support for the Program's activities and organizations; active participation in or evidence of willingness to serve on University committees and to work on special assignments as needed; and service to the larger community, including the profession.

TEXAS WOMAN'S UNIVERSITY
University Standards
 Tenure Track Faculty

TWU Requirements (General) (See Board of Regents Policy 5.06 for complete requirements)

Assistant Professor	Associate Professor	Professor
<ul style="list-style-type: none"> • Completion of appropriate terminal academic degree or its equivalent as defined by the academic unit; • Demonstration of current capability and desire for excellence in teaching, scholarship, and service; • Demonstrated potential for significant accomplishments in these three areas. 	<ul style="list-style-type: none"> • Normally, candidate will have served full time a minimum of 6 years at the rank of Assistant Professor at the college or university level and at least 2 years at TWU in that rank; • Demonstrated significant contributions in teaching, advising or other instructional activities; scholarship, research, and/or other creative activities; and university, professional, and public service. 	<ul style="list-style-type: none"> • Normally, candidate will have completed at least 6 years as Associate Professor at the college or university level and served full time at least 4 years at TWU as Associate Professor; • Demonstration of continuous and sustained meritorious achievements beyond the level of Associate in the areas of teaching, advising or other instructional activities; scholarly research and/or other creative activities; and professional, university and public service; • Sustained records of exceptional quality will be demonstrated. Promotion to the rank of Professor is in recognition of attainment rather than length of service.

Women's Studies Program Criteria – Tenure Track Faculty General Requirements

Assistant Professor	Associate Professor	Professor
Candidate must: <ul style="list-style-type: none"> • Have completed 1) a Ph.D. in women's studies, 2) or a Ph.D. in another field with at least 18 graduate hours in women's studies or significant scholarship in 	Candidate must: <ul style="list-style-type: none"> • Present evidence of outstanding multicultural-feminist accomplishments and scholarly competence in the field of women's studies; 	Candidate must: <ul style="list-style-type: none"> • Present evidence of outstanding multicultural-feminist accomplishments and competence in the field of women's studies;

<p>women's studies;</p> <ul style="list-style-type: none"> • Present evidence of potential for multicultural-feminist accomplishments and scholarly competence in the field of women's studies; • Demonstrate potential for attainment of national recognition in scholarship, as evidenced by application materials and position references; • Demonstrate capability and desire for excellence in multicultural-feminist teaching, scholarship, and service, as evidenced by application materials and position references. 	<ul style="list-style-type: none"> • Demonstrate progress toward attainment of national recognition in scholarship and demonstrate excellence in teaching and service; • Demonstrate significant contributions in teaching; scholarship, research and/or other scholarly creative activities; and university, professional, and public service. 	<ul style="list-style-type: none"> • Attain national recognition in scholarship and demonstrate exceptional quality in teaching, scholarship, and service; • Demonstrate continuous and sustained meritorious achievements beyond the level of Associate in the areas of teaching; service; scholarly research and/or other scholarly creative activities; and university, professional, and public service.
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TEXAS WOMAN'S UNIVERSITY
University Standards
 Tenure Track Faculty

TWU Requirements for Teaching (See Board of Regents Policy 5.06 for complete requirements)

Assistant Professor	Associate Professor	Professor
<ul style="list-style-type: none"> • Candidate should demonstrate a current capability and desire for excellence in teaching, as well as potential for significant accomplishments in this area. 	Candidate must: <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching; • Participate effectively in course development and evaluation; • Obtain membership on the Graduate Faculty, in components with graduate programs. 	Candidate must: <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching; • Demonstrate leadership in the development of academic programs; • Maintain full membership on the Graduate Faculty, in components with graduate programs; • Serve as a resource to other faculty.

Women's Studies Program Criteria – Tenure Track Faculty Teaching Requirements

Assistant Professor	Associate Professor	Professor
Candidate must: <ul style="list-style-type: none"> • Demonstrate teaching competence and desire for teaching excellence in areas that are consistent with the program's mission, goals, and learning objectives, as evidenced by application materials and initial interview; • Display a desire to work toward establishing collegial and interdisciplinary and transdisciplinary relationships with colleagues to strengthen current and future teaching; • Display the ability to obtain at a minimum Associate Graduate Faculty status, as 	Candidate must: <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching, as evidenced by the following criteria: 1) attaining consistently positive ratings in student evaluations of formal courses, 2) preparing clear and informative class syllabi that adhere to University criteria and are consistent with the Women's Studies Program's mission, goals, and learning objectives, 3) revising course syllabi according to scholarly developments in the field of 	Candidate must: <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching and leadership, as evidenced by the following criteria: 1) attaining consistently exemplary ratings in student evaluations of formal courses, 2) preparing exemplary class syllabi that adhere to University criteria and are consistent with the Women's Studies Program's mission, goals, and learning objectives, 3) revising course syllabi according to scholarly developments in the field of Women's Studies,

<p>evidenced by curriculum vita presented with application;</p> <ul style="list-style-type: none"> • Demonstrate commitment to fostering students' scholarly development, especially in multicultural-feminist, women's studies scholarship, as evidenced by application materials and initial interview. 	<p>Women's Studies, 4) displaying competence in advising graduate students and directing graduate students' research in ways that are consistent with the program's mission, goals, and learning objectives, and 5) willingness to serve as undergraduate minor advisor, graduate certificate advisor, or graduate advisor, as appropriate;</p> <ul style="list-style-type: none"> • Demonstrate an ability to develop effective and innovative teaching methods, including transdisciplinary multicultural pedagogy and curriculum, as evidenced by 1) course syllabi, 2) student evaluations, and 3) peer review of teaching; • Participate in course development, course enhancement/modification, and/or on-going program evaluation, as evidenced by participation in departmental Institutional Effectiveness review, in Strategic Plan development, new course development, and/or the development of new degree programs; • Demonstrate collegial and interdisciplinary relationships to strengthen teaching, as evidenced by participation in pedagogical workshops, mentoring or serving as a resource for new full-time and part-time faculty (as appropriate), and/or 	<p>4) displaying competence in advising graduate students and directing graduate students' research in ways that are consistent with the program's mission, goals, and learning objectives, and 5) serving as undergraduate minor advisor, graduate certificate advisor, or graduate advisor, as appropriate and requested;</p> <ul style="list-style-type: none"> • Demonstrate leadership in fostering academic excellence in the program, college, and/or university, as evidenced in activities such as the following: 1) effective leadership in curriculum development for the program, department, or university, 2) active participation in college/university programs directed toward enhancing student educational outcomes (e.g., the Honors Scholars Program), 3) organizing academic programs or seminars, 4) encouraging student participation in TWU student research symposium, 5) guiding students in publications and presentations, and/or 6) providing students with appropriate academic and career advising; • Demonstrate leadership in course development, course enhancement/modification, and/or on-going program evaluation, as evidenced by activities such as the following: 1) active leadership in program Institutional Effectiveness, Strategic Plan, periodic program review,
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	<p>faculty learning communities;</p> <ul style="list-style-type: none"> • Obtain and maintain Full Graduate Faculty status; • Demonstrate effective and appropriate involvement in fostering scholarly development of students, as evidenced by 1) competent and appropriate service on graduate committees, 2) advising students toward timely and high-quality completion of their theses and/or dissertations, as appropriate for the faculty member's role on the graduate students' committees, and 3) documented assistance to students in preparation of scholarship for publication and/or presentation. 	<p>and/or new course development, 2) active leadership in course evaluations, course modifications, and development of existing courses, and/or 3) active leadership in mentoring new faculty in the program, college, or university;</p> <ul style="list-style-type: none"> • Demonstrate leadership in establishing collegial, interdisciplinary, and transdisciplinary relationships to strengthen teaching, as evidenced by such activities as 1) active participation in mentoring new faculty, 2) active sharing of pedagogical methods with other faculty, 3) participation in multidisciplinary seminars such as faculty learning communities, and/or 4) effective and appropriate leadership in mentoring adjuncts, graduate teaching assistants, and graduate assistants in Women's Studies; • Maintain Full Graduate Faculty status; • Demonstrate success in fostering scholarly development of students, especially in multicultural-feminist, women's studies scholarship, as evidenced by 1) effective leadership and competent service on graduate committees, 2) advising students toward timely and high-quality completion of their theses and/or dissertations, as appropriate for the faculty member's role on the graduate students' committees, 3) documented assistance to students in preparation of scholarship for publication
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		<p>and/or presentation, and 4) effective supervision and mentoring of graduate teaching assistants and graduate assistants;</p> <ul style="list-style-type: none">• Demonstrate leadership in developing innovative teaching methods, including transdisciplinary multicultural pedagogy and curriculum, as evidenced by 1) course syllabi, 2) student evaluations, and/or 3) active sharing of teaching techniques and resources.
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TEXAS WOMAN'S UNIVERSITY
University Standards
 Tenure Track Faculty

TWU Requirements for Scholarship & Other Creative Activities (See Board of Regents Policy 5.06 for complete requirements)

Assistant Professor	Associate Professor	Professor
<p>Candidate should demonstrate a current capability and desire for excellence in scholarship as well as potential for significant accomplishments in this area.</p>	<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate excellence in research and creative activities; • Disseminate the results of the scholarly work in peer reviewed forums; • Seek internal or external funding, as appropriate to the field. 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Document a program of research and/or creative activities; • Serve as a research/creative mentor to colleagues/graduate students; • Seek and/or secure internal or external funding, as appropriate to the field; • Disseminate the results of scholarly work in peer reviewed forums.

Women's Studies Program Criteria – Tenure Track Faculty Scholarship Requirements

Assistant Professor	Associate Professor	Professor
<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate a current capability and desire for excellence in scholarship as well as potential for significant accomplishments in this area, as evidenced by application materials and interview; • Show the ability to design, implement, and complete a research project appropriate to the discipline that has the potential to lead to national recognition, as evidenced by application materials and interview; • Demonstrate the potential for establishing 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate progress toward attaining national recognition as a scholar, as evidenced through peer-reviewed publications, presentations, and other scholarly or creative activity as appropriate to the discipline; • Document the development of an ongoing program of scholarly research or other types of scholarship in support of the mission of the TWU Women's Studies Program; 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate the attainment of national recognition as a scholar, as evidenced through peer-reviewed publications, presentations, and other scholarly or creative activity as appropriate to the discipline; • Document an ongoing program of scholarly research or other types of scholarship in support of the mission of the TWU Women's Studies Program; • Demonstrate continued excellence in

<p>collegial interdisciplinary and transdisciplinary relationships with colleagues at this university and at others, as appropriate to the research agenda, to strengthen current and future scholarship, as evidenced by application materials and interview.</p>	<ul style="list-style-type: none"> • Demonstrate excellence in research or other scholarly activities, which may include applied scholarship and creative projects; • Demonstrate evidence of multicultural-feminist research and scholarship as appropriate to the discipline; • Demonstrate support for the program mission statement in research activities; • Share the results of scholarly inquiry appropriate to the discipline in local, state, regional, national and/or international forums including but not limited to publications in books, edited collections, refereed journals, technical reports, white papers, position papers, professional magazines, program evaluations, agency/ community assessment reports, policy analyses, and monographs relevant to the discipline as well as paper presentations, seminars, or workshops at regional, state, national and/or international meetings; • Demonstrate collegial and interdisciplinary/ transdisciplinary relationships as appropriate to the research agenda to strengthen scholarship, as evidenced by activities such as the following: inviting speakers to campus, and/or developing research collaborations within the university; • Seek and/or secure internal or external 	<p>research or other scholarly activities in support of the mission of the TWU Women’s Studies Program;</p> <ul style="list-style-type: none"> • Demonstrate evidence of multicultural-feminist research and scholarship as appropriate to the discipline; • Share the results of scholarly inquiry appropriate to the discipline in local, state, regional, national and/or international forums including but not limited to publications in books, edited collections, refereed journals, technical reports, white papers, position papers, professional magazines, program evaluations, agency/community assessment reports, policy analyses, and monographs relevant to the discipline as well as paper presentations, seminars, or workshops at regional, state, national and/or international meetings; • Demonstrate leadership in establishing collegial and interdisciplinary/ transdisciplinary relationships as appropriate to the research agenda to strengthen scholarship, as evidenced by activities such as the following: 1) inviting or hosting seminar/symposia speakers, 2) organizing workshops or panels at conferences, 3) presenting invited seminar or keynote talks, and/or 4) initiating research collaborations; • Seek and/or secure internal or external
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	funding as appropriate to the field for scholarly activities.	funding, as appropriate to the research area; <ul style="list-style-type: none">• Serve as an effective research mentor to faculty colleagues, graduate, and/or undergraduate students.
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TEXAS WOMAN'S UNIVERSITY
University Standards
 Tenure Track Faculty

TWU Requirements for Service (See Board of Regents Policy 5.06 for complete requirements.)

Assistant Professor	Associate Professor	Professor
<p>Candidate should demonstrate a current capability and desire for excellence in service as well as potential for significant accomplishments in this area.</p>	<p>Candidate must:</p> <ul style="list-style-type: none"> • Contribute in a positive way to the mission of the component, college, and university; • Demonstrate leadership within the component and college; • Participate in recruitment, advising, and mentoring of students; • Demonstrate active involvement in professional and/or community organizations. 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Contribute in a positive way to the mission of the component, college, and university; • Demonstrate leadership within the university; • Demonstrate leadership within professional and/or community organizations; • Serve as a mentor to students/student organizations.

Women's Studies Program Criteria – Tenure Track Faculty Service Requirements

Assistant Professor	Associate Professor	Professor
<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate desire for excellence in service as well as potential for significant accomplishments in this area, as evidenced by application materials and interviews; • Demonstrate willingness to become a member of professional organizations (local, state, regional, and/or national) that reflect professional identity; • Demonstrate willingness to work toward the establishment of collegial and 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Maintain professional organization memberships and become involved with committee work and/or seek out leadership positions; • Demonstrate leadership within the program, college, and university by serving on program, college, and/or university committees/task forces and/or by working on special assignments as needed; 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Maintain professional organization memberships and seek out leadership positions; • Demonstrate leadership within the program, college, and university through active and noteworthy service on program, college, and university-wide committees and/or task forces and working on special assignments as needed; • Contribute in a positive way to the mission

<p>interdisciplinary relationships with colleagues to strengthen current and future service opportunities;</p> <ul style="list-style-type: none"> • Demonstrate willingness to participate appropriately and effectively in recruiting, advising, and mentoring students; • Demonstrate willingness to serve on program, college, and/or university committees, as requested. • Demonstrate willingness to become involved in professional and/or community organizations, especially in areas relating to multicultural feminism and/or social justice. 	<ul style="list-style-type: none"> • Contribute in a positive way to the mission of the program, college, and university; • Demonstrate collegial and interdisciplinary/ transdisciplinary relationships to strengthen professional service; • Participate appropriately and effectively in recruiting, advising, and mentoring students; • Serve as a mentor to students and/or student organizations; • Demonstrate active involvement in professional and/or community organizations, especially in areas relating to multicultural feminism and/or social justice. 	<p>of the program, college, and university through effective academic leadership;</p> <ul style="list-style-type: none"> • Demonstrate professional leadership in establishing collegial and interdisciplinary/transdisciplinary relationships to strengthen professional service; • Provide effective and collegial leadership in recruiting, advising, and mentoring students concerning their academic and professional development; • Provide effective leadership in mentoring students and/or student organizations; • Continue active involvement in professional and/or community organizations, especially in areas relating to multicultural feminism and/or social justice.
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5/05/08 Approved by FEDC, University P&T Committee, and Provost