This is for a faculty member with a 25% research component. The expectation is that research will generally be in the areas of the faculty member’s speciality, although scholarly philosophical work outside these fields will count equally with work inside those fields.

1. Publication in philosophy is difficult because of the relatively small number of major journals, the long lag time between submission and decision, the requirement that a paper be submitted to only one journal at a time, and the large number of submissions. Most major journals have acceptance rates under 10%, and many have acceptance rates hovering around 5%. Therefore, the Philosophy Department uses a production as well as a publication standard. Publication of a refereed article is evidence of production, but lack of publication does not by itself mean lack of production. For tenure and promotion decisions, the publication standard is operative; for pre-tenure and post-tenure reviews, the production standard is operative.

2. We have set as our production standard one good philosophy paper per year, as averaged over a three-year period, or satisfactory progress on a book, or publication of several articles of minor importance or book reviews in philosophical journals, or at least one major presentation to philosophy departments or philosophical conferences. This is the standard for a 25% research load; a lesser load would require two good papers every three years or the equivalent. All decisions on the goodness of a paper, the importance of an article or presentation, and the nature of progress on a long-term project are to be made by the department head. Generally speaking, a paper is deemed good only after it is ready for submission or has been submitted.

3. We have set as our publication standard two refereed papers every three years. This is the standard for a 25% research load. Thus a candidate for tenure and promotion to Associate Professor with this research load should have at least four published papers or a scholarly book.

4. For publication in journals, those of international and of national circulation are better than those of more local interest. Generally speaking, the factors determining the importance of the publication include blind-refereeing, the acceptance rate, the scope of the audience, the professional prestige of the journal, and the importance of the journal and/or issue to the specific discipline. Invited publications are usually not refereed but carry considerable prestige.

5. A paper read aloud to a philosophy conference counts as much as a written publication. A refereed conference presentation counts as much as a refereed publication; an invited conference presentation counts as much as an invited publication. Some conferences are more important than others. Generally speaking, the factors determining importance include blind-refereeing, the acceptance rate, the scope of the conference, the professional prestige of the conference, and the importance of the conference to the specific discipline. For example, other things being equal, national gatherings, such as presentations to the American Philosophical Association, are better than regional ones, and count
as much as major refereed publications. Presentations to blind-refereed regional conferences count as much as refereed publications in lesser journals. Invited papers given before other philosophy departments are usually not refereed but carry considerable prestige. Where presentations to departments are concerned, invitations from outside departments are better than reading to local groups.

6. Scholarly books are probably the most prestigious form of publication in philosophy. Work on a book may take a number of years. So long as progress is adequate, the faculty member is fulfilling the production standard. Book publications depend for their value largely on the reputation of the press; acceptance by a major press is sufficient evidence of a book’s high quality. However, strong reviews in professional journals will raise the value of a monograph, even if the publisher is not considered strong. In an extreme case, even work published by a vanity press will be considered valuable if reviews so indicate.

7. Except for brief and purely reportive book notes, book reviews are genuine philosophy and thus count toward meeting our research standard.

8. Editing and translating do not count as doing philosophy, nor does the preparation of textbooks. However, the preparation of articles, introductions, and other scholarly material for editions and translations of philosophical works and for textbooks does count.

9. Articles published in Festschriften or other collections of scholarly essays, as well as chapters in scholarly books, are refereed and are an important form of publication.

10. Joint authorship is rare in philosophy. When it does occur, all those who sign onto a paper have contributed substantially to the thought and writing of the paper. Hence, each person who signs a co-authored paper receives full credit for its production.