

HUMANITIES DEPARTMENT DAC: **CRITERIA FOR EVALUATING FACULTY**

The Humanities Department Advisory Committee (DAC) uses the following criteria in evaluating faculty members. Recommendations for discretionary awards, promotions, and tenure are based on the SUNY Policies of the Board of Trustees, Article XII, Title A:

“(a) Mastery of subject matter – as demonstrated by such things as advanced degrees, licenses, honors, awards and reputation in the subject matter field.

(b) Effectiveness in teaching – as demonstrated by such things as judgment of colleagues, development of teaching materials or new courses and student reaction, as determined from surveys, interviews and classroom observation.

(c) Scholarly ability – as demonstrated by such things as success in developing and carrying out significant research work in the subject matter field, contribution to the arts, publications and reputation among colleagues.

(d) Effectiveness of University service – as demonstrated by such things as college and University public service, committee work, administrative work and work with students or community in addition to formal student-teacher relationships.

(e) Continuing growth – as demonstrated by such things as reading, research or other activities to keep abreast of current developments in the academic employee’s fields and being able to handle successfully increased responsibility.”

To these, the Humanities DAC adds a sixth criterion, vitally important in a small department of a small college:

“(f) Collegiality – as demonstrated by the ability to interact effectively and positively with colleagues, students, and staff.”

Different departments weigh these criteria differently. At large research institutions, for example, “Scholarly ability” is the primary determinant of promotion; but here at the Maritime College most people value “Effectiveness in teaching” and “Effectiveness of University service” at least as highly. Development of a new course or productive work on an important committee should be rewarded equally with publication in a refereed journal.

Prof. Hartley S. Spatt

Chair, Humanities DAC