A. **CRITERIA FOR CONTRACT RENEWAL, PROMOTION, AND TENURE**

    Pitzer College, first and foremost, values excellence in teaching. Pitzer aims to renew, promote and tenure faculty members who are actively engaged as effective educators, mentors to students, scholars in their disciplines, intellectual resources for colleagues, students, and the community, and responsible participants in College governance. The scheduling of contract renewals, promotion, and tenure is outlined in section 4.6 of the By-Laws. The criteria for contract renewal, promotion and tenure are specified in section 4.4 of the By-Laws. These criteria are organized into three major categories, which are listed below. Teaching and advising is the most important category. Scholarly and artistic activities and service to the college and other communities are equally important categories. Faculty are expected to make contributions to all three areas, with the understanding that expressions may vary by the disciplinary or interdisciplinary nature of a faculty member’s work.

1. Teaching and Academic Advising

    Pitzer College expects all faculty members to be effective teachers and advisors. Pitzer College recognizes that there are many different teaching and advising styles, and that effective teaching and advising encompasses a variety of approaches, methods, and activities. Although there are no precise guidelines for evaluating effectiveness in teaching and advising, these can be manifested in a number of ways, such as, but not limited to:

    a. Teaching

       • effectiveness inside and outside the classroom
       • curricular contributions to the faculty member’s field group
       • curricular contributions to the educational objectives of the college
       • curricular innovation and development
       • sponsorship of internships and other non-traditional means of teaching and learning
       • supervising student participation in research projects or internships
       • teaching, mentoring, or overseeing students in the context of public, campus- or community-based courses or projects

    b. Academic Advising

       • effectiveness in orienting first year students to the Pitzer experience
       • helping students design courses of study appropriate to their interests and needs
       • assuring that advisees meet concentration requirements and the educational objectives of the college
       • assisting students in establishing summer and post-graduation plans

2. Scholarly and Artistic Activities

    Pitzer College greatly values the contributions of its faculty members to scholarship and the arts. Pitzer faculty are expected to show involvement in their field(s) by, for example:

    • publication of books, articles, and reviews
    • performances and exhibitions where relevant
    • technical reports of applied research and/or action research
    • presentation of papers at professional meetings
    • editing of scholarly journals and publications
    • serving as panel chair or as a discussant at professional meetings
    • portfolios, products, reports, or artifacts of public, campus- or community-based...
This document highlights additions that were made to this policy to better recognize community-based/public scholarship, teaching and service, as well as shows what was deleted with the "strike out" edit option.