

## **Graduate Faculty Appointment Criteria Department of Anthropology**

### **Introductory Note and History**

The Department of Anthropology adheres to the general guidelines and criteria established by the Graduate College for membership on the graduate faculty by social science and humanities faculty. These criteria are related closely to our departmental standards for promotion and tenure adopted by the department in the spring semester of 1989, and accepted by the Dean of Liberal Arts, 10/31/90, with only the minimal modifications required to adapt them to the purpose now under consideration. The faculty of the Department of Anthropology regards these standards as essential to the mission of the department. When they were reaffirmed in June of 1992, it was decided that all personnel actions should be based upon them, and that policy is still in force today. It is noted that, although these standards refer primarily to research and publication, all faculty evaluations include consideration of publication, teaching, and service. The following relative weightings have been slightly modified since 1992: one third for research, one third for teaching, and one third for service. It is, then, assumed that persons appointed to the graduate faculty at any level will have demonstrated effective teaching of advanced level courses and supervision of independent work. We note that the Department of Anthropology's current graduate mission consists of offering the approved (April 1992) Applied Urban Anthropology track within the MS in Urban Studies conferred by CUPA, as well as other courses that may be taken for graduate credit by students in various programs throughout the university, and supervision of independent graduate work and participation on graduate student committees.

Graduate Faculty status may be granted in one of two categories: Associate Graduate Faculty Membership or Full Graduate Faculty Membership. Within the category of "Associate Graduate Faculty," the Department of Anthropology recognizes the possibility of appointments for "Teaching Graduate Faculty" only. Colleges will determine the level of participation for faculty members on policy matters and voting rights. For recommending candidates for degrees, both Full and Associate Members have voting rights.

### **Associate Membership**

Associate members of the Graduate Faculty are recommended for terms of one, two, or three years. Associate members can serve as Chair of, or as a member of graduate thesis/dissertation committees as well as teach graduate-level courses.

### **Requirements for Associate Membership**

- Holds academic rank at UNO at the assistant professor level or above, either full-time or adjunct. The rank of instructor may be considered for limited duties such as serving as a committee member or teaching graduate level courses.

- Meets the following respective criteria:

**A. Criteria for serving as a Major Professor for Master/Doctoral Study**

1. The candidate has demonstrated success in teaching college/university level courses.
2. The candidate has published a minimum number of articles in professional publications for the immediate past six-year period. Books, book chapters, monographs, reviews and review articles, web-based activities, final reports to contractors/grantors, etc, may be considered in lieu of journal articles.
3. The candidate has been actively engaged in one or more research projects for the immediate past six-year period as evidenced by research publications or externally funded grants or contracts.
4. The candidate has demonstrated a commitment to professional development as evidenced by activities such as active participation in professional organizations, professional service, community service, participation on grants or contracts, attendance at professional meetings.

**B. Criteria for serving as a Thesis/Dissertation Committee Member**

1. The candidate has demonstrated success in teaching college/university level courses.
2. The candidate has published a minimum number of articles in professional publications for the immediate past six-year period.
3. The candidate has attended an average of one state, regional, or national professional meeting per year for the immediate past six-year period.

**C. Criteria for Teaching Graduate Level Courses**

1. The candidate has demonstrated success in teaching college/university level courses.
2. The candidate has demonstrated a commitment to professional development.

**D. Criteria Specific to the Discipline of Anthropology**

1. Holds a terminal degree in anthropology or closely related field (exceptions may occasionally be made for persons teaching courses or supervising theses in cultural resource management/historic archaeology or in various aspects of applied sociocultural anthropology whose nonacademic professional work in these areas indicates a comparable level of expertise. This is consistent with the exception recognized by the SACS "Criteria for Accreditation," section 4.4.2.3 Graduate, which states: "The Commission recognizes that in unusual cases institutions may appropriately include as graduate faculty members those who have demonstrated exceptional scholarly

activity, or professional experience, but who may not possess the required academic credentials...” It is noted that the Applied Urban Anthropology Track concentrates upon applied, often nonacademic uses of anthropology, some of whose practitioners have not followed a standard academic career track.

2. A level of professional activity such as to justify (at the appropriate time) promotion to the rank of Associate Professor, and then maintenance of activity at least at that level for those who have achieved that rank. Specifically, this would consist of “work of high quality sufficient to indicate the beginning of a significant scholarly career. Acceptable evidence of quality, consistent with criteria established above, would normally include regular presentation of one’s work before professional audiences, as demonstrated by scholarly presentations or successful grants and contracts. A reasonable proportion of these should have appeared as articles in significant, reviewed journals, chapters in scholarly books, monographs, or generally circulated final reports to contractors/grantors. For publications in scholarly journals, only work that has been published or accepted for publication will be considered. For books, monographs, and book chapters, only work that has been published, or work for which galley proofs or other evidence of imminent publication have been received, will be considered.”
3. It is assumed that newly appointed assistant professors would be given an initial associate graduate faculty appointment. Reappointment of assistant professors to the graduate faculty requires a significant beginning of achievement in the areas indicated immediately above.

**Requirements for Associate Membership—Teaching Graduate Faculty (only)**

In some cases, faculty may be appointed to associate membership, but designated only to teach graduate level courses. Such appointments will be made to persons who, although they fulfill the first two criteria listed in C above, and have demonstrated excellence in teaching advanced courses in their own areas of particular expertise that are essential to the graduate mission of the department, nevertheless have not, in recent years, maintained a record of research and publication sufficient to justify appointment to associate membership without qualification. For appointment to associate membership of the graduate faculty for teaching only, the Department of Anthropology will consider criteria other than publication alone and active research programs. For such purpose, demonstration of having kept abreast of current developments in their field may be established by candidates through active participation in one or more of the following: regular attendance at meetings of national or regional scholarly societies; presentations at such meetings; presentations of anthropological topics to audiences within the university community and to the general public; organization of disciplinary and interdisciplinary

conferences and symposia both within and outside the university on the level of (to follow Stephen Jay Gould's usage) "high-class popularization"; timely up-dating of courses, as indicated by such things as syllabuses, examinations, reading lists, assigned paper topics, et cetera; service as consultant on anthropological topics to non-anthropological organizations and institutions such as local professional or scholarly societies and museums; publications on anthropological topics in popular outlets, and participation in the daily, informal (but essential) intellectual life of the department's faculty and students.

### **Full Membership**

Full members of the Graduate Faculty are recommended for six-year terms. Full members can serve as the Chair of, or as a member of graduate thesis/dissertation committees, as well as teach advanced graduate-level courses.

### **Requirements for Full Membership**

- Holds a terminal degree in anthropology or closely related field (the same exceptions as specified above in section "D" for associate membership also govern for full membership.
- Holds an academic rank at UNO of associate or full professor, with indeterminate tenure, and is full-time.
- Meets all of the criteria for Associate Members in "A, B, C, & D" above, as well as the following additional criteria:
  1. The candidate has experience serving on thesis/dissertation committees, and/or has successfully directed a minimum of one thesis or dissertation to completion.
  2. The candidate has experience teaching graduate-level courses.
  3. A level of professional activity such as to justify maintenance of the highest rank obtained. As stated in earlier versions of Guidelines approved by the Department of Anthropology, this specifically would consist of: "outstanding and substantial scholarly work on a sustained basis. Acceptable evidence of continued quality would normally include regular presentations of one's work before professional audiences as demonstrated by scholarly presentations or successful grants and contracts since promotion to the rank of Associate Professor. A reasonable proportion of these, again, should have appeared as articles in significant, reviewed journals, chapters in scholarly books, monographs, or texts. Although not all of these categories need to be represented to the same degree (for example, a candidate's work might have appeared in a corpus of related articles

rather than a book; technical monographs or reports might perhaps form more of the totality of an archaeologist's work, etc.), a sufficient body of work should have been published to demonstrate an on-going commitment to coherent research goals. At this stage in the candidate's career it is appropriate that the record of activity demonstrate recognition of the candidate's research at the national level. Although other evidence of such recognition is not precluded, especially appropriate indications might include such things as grants, favorable reviews in journals, office in national or major regional professional organizations (including service on executive boards, major committees or as organizers of significant meetings, etc.), editorships or regular appearances as a chair or panelist at symposia.

Approved by the Graduate Council  
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