

GPS Merit and Promotion Review Standards

GPS is a policy school with an inter-disciplinary faculty. Accordingly, we value publications in a variety of outlets and encourage our faculty to publish in journals which reach different policy communities. For promotion standards, we categorize outlets into three groups:

1. Peer-reviewed journal articles and authored (not edited) books.
2. Peer-reviewed chapters in edited book volumes, conference proceedings or similar outlets.
3. Publications that are not formally peer-reviewed, which include some commentaries in academic journals, contributions to scholarly books and journals that are not peer reviewed, and publications in general-interest or policy-oriented journals.

Publications in the first category represent scholarly work that has undergone the most rigorous level of scrutiny. Work in the second category may not be reviewed as rigorously as academic journals. The third category, and in particular the subset of outlets that are widely read, can demonstrate policy engagement and wider impact but as a general rule should not carry equal weight to publications in the first and second categories.

The promotion standards described below serve as a guide for evaluation. Recognizing that no set of standards can anticipate all of the complexities involved in promotion, we commit to examine the totality of each case and to allow appropriate room for nuance in each review. For the subset of our faculty from STEM fields, where research norms are quite distinct from the social sciences, we have an explicitly customized set of guidelines that we establish at the time of hiring in consultation with colleagues from the relevant disciplines at UC San Diego.

Tenure Standard for Promotion to Associate Professor

GPS standards for promotion to tenure require either a) at least six peer-reviewed journal articles, of which half should appear in top disciplinary or field journals or b) a published book manuscript at a major university press plus at least two peer-reviewed journal articles, with at least one of these articles published in a top disciplinary or field journal. Given the importance of intellectual impact within a faculty member's field(s) at the early stage of an academic career, publications in categories 2 and 3 are not counted for promotion to Associate Professor. It is understood that co-authorship is the norm within the core fields at GPS and scholars will be judged on the totality of their contributions.

In all cases, the body of work should show scholarly impact within the discipline and chosen field(s) of the faculty member. By "impact" we mean citations of the work as measured by standard citation metrics such as Google scholar, recognition from experts in the relevant field(s) of study as demonstrated by tenure letters, and

awards or other recognition from professional associations. A successful candidate for promotion must demonstrate a record of sustained, high-quality scholarship that contributes to the advancement of knowledge, enhances the profile of the school, and supports the expectation of continued productivity and influence in the future as evidenced by a robust pipeline of working papers, book chapters and (or) significant progress on a second book project. Impact outside of the candidate's chosen field, particularly in the relevant policy community or in reaching wider public audiences, is considered a plus but cannot substitute for scholarly output and influence.

The normal teaching load for GPS faculty is 4 courses with a minimum of 1 required (core or track required) course taught per year. GPS expects that overall instructor evaluations should average a minimum of 4.0 (on our 5-point scale that ranges from poor to excellent) for courses taught. Since many junior faculty arrive with little teaching experience, more weight may be placed on courses in the latter years of a faculty member's time as a junior professor, by which time excellence in the classroom can be more accurately evaluated.

Faculty are expected to engage and mentor master's students. By the time of promotion to tenure, faculty should demonstrate evidence of impactful service to the school, and where feasible to the university, and the profession.

Standard for Promotion to Full Professor

Promotion to Full Professor involves a career review, and thus an assessment both of overall productivity and output since promotion to Associate Professor. GPS standards for promotion to full professor require cumulative output of at least a) 12 peer-reviewed journal articles or b) 2 published book manuscripts plus 4 peer-reviewed journal articles. A hybrid approach that involves 1 book and 8 to 10 peer-reviewed journal articles would also satisfy this standard. In addition to this cumulative standard, we expect evidence of continued productivity that includes publications in major academic presses or top disciplinary and top field journals during the review cycle that immediately precedes promotion through this barrier step.

Because scholars at this stage of career have generally established an intellectual reputation amongst a wide circle of intellectual peers, we now include publications from category 2 in our standards, but with the expectation that book chapters and conference proceedings would comprise no more than one-quarter of the total article-length output expected for promotion at this stage. We expect books to be published in major academic presses and at least 6 (or 2 for those with a qualifying book) peer-reviewed published articles in top disciplinary or top field journals. It is understood that co-authorship is the norm within the core fields at GPS and scholars will be judged on the totality of their contributions.

As a policy school, the running of major research centers that have a strong policy

focus is an important enterprise for GPS. For the small subset of our faculty who run such centers, greater weight may be placed on publications from category 2 (and possibly category 3), as long as this work serves to raise the profile and effectiveness of the center, and GPS more broadly, in global policy debates.

Published work should show scholarly impact within the discipline and chosen field(s) of the faculty member. By “impact” we mean citations of the work as measured by standard citation metrics such as Google scholar, recognition from experts in the relevant field(s) of study as demonstrated by promotion letters, research grants signifying significant scholarly achievements, and awards or other recognition from professional associations. GPS also places some weight at this stage on the wider impact of the candidate’s work. This impact would include participation in high-level policy debates, coverage of a scholar’s work by major media outlets, significant testimony to major government panels or commissions, or high-level engagement with other prominent institutions in the policy-making world such as the multilateral financial institutions or business councils.

Nonetheless, a successful candidate for promotion must demonstrate a record of sustained, high-quality scholarship that contributes to the advancement of knowledge, enhances the profile of the school, and supports the expectation of continued productivity and influence in the future as evidenced by a robust pipeline of working papers or significant progress on a second book project. At this stage, the faculty member should be recognized nationally as a leading scholar in the chosen field(s) of study.

The normal teaching load for GPS faculty is 4 courses with a minimum of 1 required (core or track required) course taught per year. GPS expects that overall instructor evaluations should average a minimum of 4.0 (on our 5-point scale that ranges from poor to excellent) for courses taught.

Faculty are expected to mentor master and PhD students, including serving on PhD committees and providing independent study opportunities. Faculty should demonstrate evidence of impactful service to the School, the University, and the Scholarly Profession.

Standard for Advancement to Step 6

Advancement to Step 6 involves a career review, and thus an assessment both of overall productivity and output since promotion to full Professor. GPS standards for advancement to step 6 in the full professor series require cumulative output of at least a) 28 peer-reviewed journal articles or b) 4 published book manuscripts plus at least 10 peer-reviewed journal articles. As with our standards for promotion to full, a hybrid approach that includes fewer books and a proportionate increase in journal articles could also be used to satisfy this standard. In addition to this cumulative standard, we expect evidence of continued productivity that includes publications in major academic presses or top disciplinary and top field journals during the review cycle that immediately precedes promotion through this barrier step.

Because scholars at this advanced stage of their career are actively engaged in public dialogues and policy debates, we now place greater weight on publications from category 3 in our standard. Our expectation, is that book chapters and scholarly non-peer reviewed publications should account for no more than one-third of the total article-length output expected for promotion at this stage. We expect books to be published in major academic presses and at least 14 (or 5 for those with a qualifying book) peer-reviewed published articles in top disciplinary or field journals. It is understood that co-authorship is the norm within the core fields at GPS and scholars will be judged on the totality of their contributions.

As a policy school, the running of major research centers that have a strong policy focus is an important enterprise for GPS. For the small subset of our faculty who run such centers, greater weight may be placed on publications from category 2 (and possibly category 3), as long as this work serves to raise the profile and effectiveness of the center, and GPS more broadly, in global policy debates.

Published work should show scholarly impact within the discipline and chosen field(s) of the faculty member. By “impact” we mean citations of the work as measured by standard citation metrics such as Google scholar, recognition from experts in the relevant field(s) of study as demonstrated by promotion letters, research grants signifying significant scholarly achievements, and awards or other recognition from professional associations. GPS also places greater weight at this stage on the wider impact of the candidate’s work. This impact would include participation in high-level policy debates, coverage of a scholar’s work by major media outlets, significant testimony to major government panels or commissions, or high-level engagement with other prominent institutions in the policy-making world such as the multilateral financial institutions or business councils.

Mere length of service and steady progression through Steps 1-5 of the Full Professor series does not guarantee promotion to Step 6. A successful candidate for promotion must demonstrate a record of sustained, high-quality scholarship that contributes to the advancement of knowledge, enhances the profile of the school on

the national and international level, and supports the expectation of continued productivity and influence in the future as evidenced by a robust pipeline of working papers or significant progress on a new book project. At this stage, the faculty member should be recognized internationally as a leading scholar in the chosen field(s) of study.

The normal teaching load for GPS faculty is 4 courses with a minimum of 1 required (core or track required) course taught per year. GPS expects that overall instructor evaluations should average a minimum of 4.0 (on our 5-point scale that ranges from poor to excellent) for courses taught.

Faculty are expected to mentor master and PhD students, including serving on PhD committees and providing independent study opportunities. Faculty should demonstrate evidence of impactful service to the School, the University, and the Scholarly Profession.

Standard for Promotion to Above Scale

The university reserves Above Scale to scholars of the highest distinction and confers the honorary title of Distinguished Professor. Mere length of service and steady progression through Steps 6-9 of the full Professor series does not guarantee either nomination or promotion to above scale. Accordingly, it is expected that at most only a minority of full professors will be nominated or promoted to this rank. A successful candidate for promotion must demonstrate a record of sustained, high-quality scholarship that contributes to the advancement of knowledge, enhances the profile of the school on the national and international level, and supports the expectation of continued productivity and influence in the future. At this stage, the faculty member should be recognized internationally as a leading scholar in their area(s) of expertise who has made ground-breaking contributions to knowledge in the field.

Nomination and promotion to Above Scale is not based simply on a quantitative standard. Nonetheless, we would expect output that is roughly consonant with cumulative expectations of at least a) 42 peer-reviewed journal articles or b) 6 published book manuscripts plus at least 16 peer-reviewed journal articles for promotion to Above Scale. As with our standards for promotion to full, a hybrid approach that includes fewer books and a proportionate increase in journal articles could also be used to satisfy this standard. In addition to this cumulative standard, we expect evidence of continued productivity that includes publications in major academic presses or top disciplinary and top field journals during the review cycle that immediately precedes promotion through this barrier step.

Because scholars at this advanced stage of their career are actively engaged in public dialogues and policy debates, we now place greater weight on publications from category 3 in our standard. Our expectation, is that book chapters and scholarly non-peer reviewed publications should account for no more than one-

third of the total article length output expected for promotion at this stage.

Published work should show broad scholarly impact within the discipline and chosen field(s) of the faculty member. By “impact” we mean citations of the work as measured by standard citation metrics such as Google scholar, recognition from experts in the relevant field(s) of study as demonstrated by promotion letters, research grants signifying significant scholarly achievements, and awards or other recognition from professional associations. At this stage, GPS places even greater weight on the broader social impact of a candidate’s contributions including participation in high-level policy debates, coverage of a scholar’s work by major media outlets, significant testimony to major government panels or commissions, or high-level engagement with other prominent institutions in the policy-making world such as the multilateral financial institutions or business councils.

The normal teaching load for GPS faculty is 4 courses with a minimum of 1 required (core or track required) course taught per year. GPS expects that overall instructor evaluations should average a minimum of 4.0 (on our 5-point scale that ranges from poor to excellent) for courses taught.

Faculty are expected to mentor master and PhD students, including serving on PhD committees and providing independent study opportunities. Faculty should demonstrate evidence of impactful service to the School, the University, and the Scholarly Profession.

Merit Review Standard:

GPS standards for promotion require productivity that implies an annual publication rate of one peer-reviewed article or peer-reviewed book chapter per year. (Review period length varies by rank.) For those writing a book manuscript, we expect to see demonstrable progress on that book as evidenced by additional draft chapters and accompanying article publications. Our merit review criteria are agnostic to publication outlets, with a preference for those in category one. The implication of this more flexible merit review standard is that successful progression through a series of merit reviews does not guarantee promotion through a barrier step. Those promotions will be based on the cumulative standards laid out for each of those career reviews.

Accelerations:

Our criteria for acceleration generally requires a minimum of twice the expected productivity for a given review cycle with at least half of that output in top outlets as defined by our promotion standards. In some exceptional cases, particular considerations, such as extraordinary service combined with another special consideration, may warrant accelerations while falling a bit short of the minimum expected productivity.