



African American Studies

**TENURE & PROMOTION CRITERIA AND PROCEDURES  
DEPARTMENT OF AFRICAN AMERICAN STUDIES  
COLLEGE OF ARTS & SCIENCES  
UNIVERSITY OF SOUTH CAROLINA, COLUMBIA**

**Department Approval Date: March 8, 2023**

**University Committee on Tenure and Promotions Approval Date: November 15, 2023**

**Effective Date: January 1, 2024**

The Department of African American Studies (AFAM) has established the following procedures and criteria that will be used in evaluation of a faculty member for promotion and/or tenure. Candidates are also referred to the University of South Carolina Policies and Procedures, the Faculty Manual, the Office of the Provost's Tenure and Promotion website, and the University Committee on Tenure and Promotion (UCTP) Guide to Criteria and Procedures for further information. In the event of inconsistency between these unit procedures and criteria and the Faculty Manual in force at the time of the UCTP approval of the unit procedures and criteria, the Faculty Manual is to be considered the final authority.

African American Studies is composed of faculty whose areas of specialization cross disciplines in the arts, humanities, and social sciences. While standards for evaluating teaching and service are the same in all areas, expectations for research, scholarship, and creative activity across the disciplines may vary significantly. Therefore, faculty seeking promotion and/or tenure must satisfy the common departmental criteria in teaching and service, as well as the research/scholarship criteria for their individual disciplinary area.

Established in 1971, the mission of African American Studies at USC is to support interdisciplinary research and performance with the purpose of broadening the university's curricula to include social, political, cultural, and historical experiences of African Americans nationally and internationally. As an area of expertise, African American Studies has developed its own distinct intellectual traditions, field-specific debates, and professional standards. Our department engages a massive and still-growing body of scholarship on the life and culture of peoples of African descent, while also prioritizing a commitment to experiential learning in relation to community service and civic engagement. Likewise, studying Black intellectual traditions gives our students the perspectives to adapt to a changing world and informs our commitment to social equity and civil discourse.

## I. PROCEDURE

### A. Definitions

**1. The Tenure and Promotion Committee.** The tenured faculty of AFAM shall serve as the department's Tenure and Promotion Committee. Per the University Promotion and Tenure calendar each year, the Tenure and Promotion Committee shall elect a chair for the upcoming year and report the chair's name to the provost and Faculty Senate office. Each year, the chair of the Tenure and Promotion Committee will provide AFAM faculty with a calendar of deadlines for any unit-specific steps of the tenure and promotion process. The chair will also assist candidates in preparing their files and secure outside evaluators of the candidates' records.

The Tenure and Promotion Committee convenes at the chair's notice to review the candidates in research/creative activity, teaching, and service, evaluating their performances according to this set of procedures and criteria. When necessary, the Tenure and Promotion Committee may create subcommittees to assist the full committee in the performance of its work. For consideration of candidates for promotion to associate professor the Committee consists of all tenured members of the department. For consideration of candidates for promotion to full professor the Committee consists of department members with the rank of full professor. In the event that the department has fewer than five tenured with the appropriate rank, the Tenure and Promotion chair consults with the committee and department chair to identify and select external members.

The African American Studies Department's tenured and tenure track faculty will approve all alterations to the unit tenure and promotion procedure and criteria by a two-thirds "yes" vote. Such a vote must be conducted by written ballots.

**2. Tenure and Promotion File.** The file is the record of performance in research/creative activity, teaching, and service. The candidate will compile the Candidate Form (available on the Provost's website) and all secondary materials. The T&P Chair or subcommittees as needed will arrange for a colleague to provide the Teaching Summary. The chair of the Tenure and Promotion Committee will supplement the candidate's primary file with the letters and reports detailed below and submit it to the department's T&P committee. Once ballots are collected and added to the file, the file is submitted to the department chair. The department chair then adds their letter and vote tally and sends it to the dean. The file does not go to the dean unless the vote is positive, or the candidate appeals the departmental no vote. The Dean of the College of Arts and Sciences then initiates the next round of submissions to the University Committee on Tenure and Promotion, and the Provost for evaluation.

A. **The primary file** contains all of the materials required by the UCTP guidelines and provost, including:

1. The current memorandum of understanding in case of a joint appointment
2. The summary record of a candidate's performance in research, teaching, and service formatted in accordance with the current instructions of the provost and the dean
3. A summary of the candidate's teaching record supplemented by peer classroom observations.

4. The assessments of external evaluators of the candidate's dossier
5. If the candidate has a joint appointment, the primary file will also include a letter of evaluation summarizing the secondary unit's evaluation.

The primary file will be submitted electronically and supplemented by the ballots of the Tenure and Promotion Committee and the department chair's summary evaluation when the chair submits it to the dean.

- B. The secondary file contains the documents that support the primary file. This may include paper documents, electronic media, and other materials substantiating a candidate's record of performance. Neither the candidate nor any other person may bar or remove from the file any document, or any other evidence deemed relevant by the department chair, dean, or provost. Nothing can be added by the department to the file once submitted to the dean, except material information arising as a consequence of actions taken before the vote – i.e. late letters from outside evaluators, publications listed as forthcoming in the file, notices of acceptance of manuscripts listed as having been submitted before the vote, review of work published before the vote, letters from faculty members in the unit, or letters from the secondary units in the case of joint appointments.

**3. Eligibility.** The Department of African American Studies will abide by the timetable for tenure and promotion laid out in the Faculty Manual.

In accordance with the Faculty Manual, candidates appointed at the rank of assistant professor who have not previously held tenure-track positions at another institution of higher learning normally will not be recommended for tenure until they are in at least their fourth year at the University of South Carolina. There is no difference between the standards applied to candidates who apply for tenure in the penultimate year of the probationary period and those who apply for tenure prior to the penultimate year.

Time and accomplishments in a faculty position at another institution of higher learning may be considered in evaluating a candidate for tenure or promotion. If a candidate hired from another institution has experienced substantial time at rank, the probationary period may be shortened. The Department of African American Studies does not require a minimum time at the University of South Carolina before a candidate applies for tenure and/or promotion.

When hiring above the rank of Assistant Professor, only those at or above the rank at which the candidate is to be hired will vote on his or her eligibility for tenure and rank, provided the candidate meets the standards specified in this document. While the entire faculty votes on the hiring of such a candidate, only those at or above the rank at which the candidate is to be hired will vote on his or her eligibility for tenure and rank.

**4. Evaluation of Performance.** A candidate's performance will be assessed in accordance with the unit criteria for tenure and promotion provided in Section II of this document. Each member eligible to vote shall vote "yes" or "no" or "abstain." Abstentions are not counted towards the total votes for candidates in determining the majority. A record of the votes is made in all instances and must be forwarded through appropriate channels. Written justification of all votes

at the unit level is mandatory and shall state specifically how the candidate meets or does not meet the unit's criteria.

The unit criteria are written in accordance with the requirements in the Faculty Manual in effect at the time of the approval of these criteria, including the University's standard adjectives describing levels of quality, as follows:

- *Outstanding*: the candidate's performance is far above the minimally effective level. In regard to research and scholarship, output is of very high quality, and a national/international reputation is evident.
- *Excellent*: the candidate significantly exceeds the minimally effective level of performance. In regard to research and scholarship, output is already of high quality, and a national/international reputation is clearly possible, if not likely.
- *Good*: the candidate's performance is clearly above the minimally effective level. In regard to research and scholarship, he or she shows promise of high quality in the future.
- *Fair*: the candidate meets the minimally effective level of performance.
- *Unacceptable*: the candidate has accomplished less than the minimally effective level of performance.

When evaluating a candidate for promotion to and/or tenure at the rank of associate professor, the determinative assessment will be whether he or she meets the requirements detailed in Section II for an "excellent" record of research/creative activity, and whether he or she has a "good" record of teaching and service.

When evaluating a candidate for promotion to and/or tenure at the rank of full professor, the determinative assessment will be whether he or she meets the requirements detailed in Section II for an "excellent" record of research/creative activity and teaching, and whether he or she has an "excellent" record of service.

We note that the "minimally effective level of performance," above, establishes a candidate as "Fair" and therefore not qualified for tenure and promotion.

## **B. Major Steps in Procedure**

**1. Notification.** Candidates will be notified by department chair the appropriate deadline noted on the Provost's calendar.

**2. Class Observation.** Peer evaluations of teaching are conducted periodically throughout the faculty member's tenure-track or tenured appointment at the university. The written reports will become part of the tenure and promotion file to be considered by the Tenure and Promotion Committee.

**3. Preparation of Teaching Summary.** The Candidate completes the teaching summary. [See Faculty Manual for the form and contents of the teaching summary.] A teaching summary should include comparative data that clearly describes: A list of all courses taught by semester and year; Comparative data with other sections of the course or comparable courses; Student evaluations (numerical ratings and student comments); Peer teaching evaluations; and other evidence of good and excellent teaching as compared with colleagues teaching comparable courses.

**4. Determination of Applicable Criteria.** The completed tenure and promotion file will include a copy of the relevant criteria. The Committee chair will determine that the candidate has chosen the set of criteria that are permissible in his or her case. Faculty members shall be responsible within their probationary period for meeting the unit tenure and promotion criteria and university standards in effect at the time of their hiring unless the faculty member elects to be considered under the unit criteria and university standards in effect at the time of the application for tenure. For all subsequent promotions the faculty member shall be responsible for meeting unit criteria and university standards in effect at the time of their application for that promotion.

**5. Enlistment of External Evaluators.** For each faculty member requesting review, the Committee chair will solicit names of potential external evaluators from all members of the Tenure and Promotion Committee except the candidate. For each candidate, the Committee chair will gather a minimum of five external evaluators. A summary of the professional qualifications of each outside evaluator or a copy of each evaluator's curriculum vita must be included in the file, along with a copy of the letter sent to the evaluator.

1. For candidates for associate professor all external evaluators must hold the rank of associate or full professor. While the expectation is that an evaluator will be from a peer or peer aspirant institution, a leading scholar in the field from an institution that is not peer or peer aspirant may be included.
2. For candidates for professor all external evaluators must hold the rank of full professor. While the highest rank of reviewer is recommended for all levels of promotion, full professor is only required for promotion to full professor. While the expectation is that an evaluator will be from a peer or peer aspirant institution, a leading scholar in the field from an institution that is not peer or peer aspirant may be consulted. Additional options for external reviewers such as museum curators / directors, experts credentialed and practicing, etc. may also be considered.
3. Given the interdisciplinary nature of African American Studies as a field, every effort should be made to solicit reviewers that collectively represent the scope of the candidate's research areas and methodological approaches.
4. In the case of faculty with a joint appointment, the secondary unit will be given an opportunity to propose outside evaluators and to comment on evaluators proposed by the primary unit. An evaluation will be solicited from at least one evaluator nominated or approved by each secondary unit.
5. None of the outside reviewers should have any vested interest in the candidate's career. Persons who have co-authored publications, collaborated on research, or been colleagues or advisors of the applicant normally should be excluded from consideration as outside evaluators. All evaluators must be asked to disclose any relationship or interaction with the candidate.

6. The Committee chair will solicit the outside evaluators through letters that provide each evaluator with the unit's relevant criteria for tenure or promotion, the candidate's vita and publications, and other materials evidencing the candidate's research or such portion of the candidate's research as the evaluator is being asked to evaluate. The evaluator will be asked to evaluate the quality of the research and scholarship, including the quality of publication venues. Where appropriate, the evaluator will be asked to evaluate the discipline-specific quantity of the candidate's research and scholarship.
7. A copy of the applicable criteria, all published books, articles, and evidence of creative activity, and all submitted unpublished manuscripts will be sent to the external reviewers by the date specified in the university-wide tenure and promotion calendar.

**6. Advisement of Candidates.** The Committee chair will meet with each candidate to discuss the compilation of the tenure and promotion file. While the Committee chair will assist the candidate in any appropriate way as requested by the candidate, the ultimate responsibility for a complete and persuasive file remains with the candidate.

**7. Monitoring External Evaluators.** In the weeks before the submission deadline, the Committee chair will monitor progress on obtaining all the letters from outside reviewers.

**8. Consolidating Candidates' Files for Review.** The Committee chair will place the letters from the external evaluators and the peer reports on classroom visits, and teaching summary in the candidate's file and ascertain that the file is ready for review by the Tenure and Promotion Committee. By the College and University deadline, the Committee chair will make available the candidate's tenure and promotion file to the Tenure and Promotion Committee via a secure access system provided by the University. Members of the Tenure and Promotion Committee shall not produce or circulate copies by any means whatsoever and shall ensure the confidentiality of contents at all times.

**9. Processes for Joint Appointments.** In order to ensure that the voice of the secondary unit registers in the deliberations over the tenure and promotion of jointly appointed candidates, the department will do the following:

1. At the beginning of the review cycle, the department chair will notify the secondary unit chair that a joint faculty member intends to be a candidate for tenure and/or promotion.
2. The primary and secondary units will work together to obtain a suitable and representative group of evaluators.
3. As soon as the file is complete, and not less than two weeks before the vote, the Committee chair will make it available for review to the T&P Review Committee of the secondary unit.
4. As soon as possible thereafter, and not less than five working days before the vote, the chair of the secondary unit T&P Review Committee and/or the department chair will submit a letter summarizing the assessments of the candidate's file by that unit's eligible faculty. This letter will be included in the candidate's tenure and promotion file. The chair of the secondary unit's T&P Committee or a department representative will present this evaluation at the primary unit's meeting to discuss the candidate's file.

**10. Meeting of the Tenure and Promotion Committee.** In accordance with the timetable

established by the Provost's Office, the Tenure and Promotion Committee will meet to discuss each candidate's file. Prior to the meeting all members will have given a thorough and conscientious review of all file materials. The meeting will be chaired by the chair of the Tenure and Promotion Committee. Members of the Tenure and Promotion Committee will have pledged not to discuss in any manner with anyone not a member of the committee, faculty member or otherwise, any of its proceedings or deliberations.

**11. Vote of the Tenure and Promotion Committee.** With regard to tenure recommendations, all tenured committee members of rank equal to or higher than the candidate shall vote by secret ballot. With regard to promotion recommendations, all committee members of higher rank than the candidate shall vote by secret ballot. Ballots will be submitted to the T&P chair by the deadline set by the T&P Committee. Ballots cannot be accepted after the deadline. All votes, including votes of abstention, must be accompanied by a written justification. Each faculty member may vote affirmatively, negatively, or in abstention. A faculty member on sabbatical leave will be released from the obligation to vote for tenure and promotion cases but may opt to vote in accordance with the standard unit vote procedure and deadline. A person eligible to vote who does not vote will be listed among the number absent; a person who wishes to abstain must vote to abstain, not merely fail to vote. Any otherwise eligible faculty member who has a conflict of interest, familial or other close personal relationship with the candidate that could affect their objectivity shall not vote or otherwise participate in the process.

**12. Vote Tally.** The ballots will be tallied by the department chair and/or appropriate subcommittee in conjunction with the chair of the Tenure and Promotion Committee. The department chair will indicate his or her vote in a letter summarizing and evaluating the unit vote. The department chair will vote based on their conclusions of whether a candidate has or has not met and/or exceeded the criteria for tenure and promotion and explain why they agree or disagree with the unit vote.

**13. Majority Defined.** A favorable recommendation is a simple majority of "yes" votes from among all written ballots. Abstentions do not count toward the total votes in determining the existence of a majority vote.

**14. Chair Notification of Vote Result.** The department chair will notify the candidate of the positive or negative nature of the departmental vote as soon as possible after voting is concluded so that an unsuccessful candidate will have time to consider an appeal, according to the process outlined in the Faculty Manual.

## **II. CRITERIA**

### **A. For Tenure and Promotion**

The Tenure and Promotion Committee will evaluate candidates for tenure and promotion to associate professor on the basis of three kinds of professional work: research (which includes both scholarship and creative activity), teaching, and service. The overall quality of the candidate's entire record will always be of paramount importance in making recommendations for tenure and promotion. Candidates will be responsible for documenting the scholarly or

creative importance of their work. While it is the responsibility of the Tenure and Promotion Committee to evaluate relevant data and documentation, it is the responsibility of the applicant to establish its validity and significance. It is of utmost importance, therefore, that faculty members familiarize themselves fully with the standards in effect for tenure and/or promotion before submitting their cases for consideration.

**Associate Professor:** The primary criterion for achieving the rank of associate professor will be an excellent record as a scholar with an ongoing program of research. Candidates must likewise show progress toward establishing national or international stature in their field. Finally, tenure and promotion to associate professor requires that the candidate have at least a good record in teaching and service.

**Professor:** For promotion to the rank of professor, the Faculty Manual requires an excellent record in research and teaching, and excellent service. Candidates must likewise must have established national or international stature in their fields and provide evidence of consistency and durability of performance.

In its evaluations the Tenure and Promotion Committee will prioritize research, teaching, and service in the order here listed.

## 1. Research

- A. The quality of all research, whatever its nature, quantity, or format, will be the single most important factor in determining tenure and promotion. The successful candidate will demonstrate excellence in research with published, accepted, performed, or exhibited pieces of original work that have made and will continue to make a significant contribution to his or her field. The Tenure and Promotion Committee's evaluations about whether a candidate's published research is excellent will be based on the assessments of the external evaluators and on the evidence of quality and stature in the candidate's promotion file. These evaluations will be rendered in narrative justifications contained in the voting faculty's ballots.
- B. The Department of African American Studies recognizes the importance of collaborative scholarship and creative activity. The candidate must indicate the nature and proportion of his or her contribution to any collaborative research.
- C. The Department of African American Studies recognizes and values the fact that its faculty members work in multiple fields, subfields, and even disciplines. It also recognizes that the nature and form of research across these fields varies considerably and continues to evolve. The Tenure and Promotion Committee will, therefore, evaluate each candidate according to the expectations for original, peer-reviewed research or creative work in his or her field.
- D. Evidence of research excellence provided by the candidate is expected to be field-appropriate. The lists below are neither weighted nor ranked, and candidates are not expected to offer materials in every category listed; nor is the list intended to be exhaustive. However, in order for candidates for tenure and promotion to associate professor and promotion to the rank of professor to have met and/or exceeded these



criteria they are expected to have achieved accomplishments on par with expectations for their rank from the following examples.

E. Documents placed in the candidate's file may include primary materials, such as:

1. Books or monographs evaluated by recognized scholars in the field (Evaluations may include press readers' reports, published reviews, and/or reports of outside evaluators solicited by the Committee chair.)
2. Substantial refereed articles in respected scholarly journals (The candidate should indicate the quality and readership of journal publication.)
3. Creative activity disseminated in appropriate media: poetry and prose in books and periodicals; plays, screenplays, musical compositions, and performance pieces on stage, screen, or television, as well as in print. Although creative work can have a wide range of appropriate outlets, the significance of the venue will be taken into account.
4. Textual editions or bibliographical scholarship
5. Original textbooks that make a significant contribution to a field
6. Translations of significant texts
7. Web-based research sites presenting, for example, scholarship, digital editions, databases, or archives (The candidate should provide evidence of the value and influence of digital productions.)
8. Edited collections of essays, fiction, or poetry
9. Primary material accepted and in production but not yet published
10. Other substantial primary materials

Evidence of national or international stature in their field, such as:

11. Favorable and/or significant scholarly reviews
12. Grants and Fellowships
13. Honors and awards
14. Citations and references
15. Election to membership on boards or as officer of a professional organization
16. Appointment as editor of a scholarly journal
17. Membership on editorial boards of important journals, governing boards of foundations or research institutes
18. Invitations to deliver plenary talks, keynote addresses, and/or other major presentations at conferences or academic institutions
19. Reprints and translations of one's own research
20. Refereed and/or invited papers read at scholarly meetings
21. Invitations by mass media outlets to serve as an authority in his or her field
22. Invitations by other institutions to review tenure and promotion candidates
23. Invitations to review book manuscripts and journal submissions

Other demonstrations of recognition submitted by the candidate, such as:

24. Unrefereed articles and conference proceedings
25. Editorial board work for a scholarly journal or press

26. Notes in scholarly journal
27. Public readings
28. Reviews of books, plays, or films
29. Scholarly book reviews

All materials relevant to determining whether the candidate satisfies the criteria for tenure and promotion will be included in the candidate's file

## 2. Teaching

The department expects all candidates for tenure at the rank of associate professor and/or promotion to professor to demonstrate quality in teaching. All teacher's classes must regularly display clarity and rigor, be taught at an appropriate level, and motivate students to learn. In addition, the record of all teachers should testify to consistently high standards and pedagogical dedication. The Tenure and Promotion Committee will determine overall quality of teaching (excellent or good) by reviewing peer evaluations (including class observations as specified above), course syllabi, paper assignments, exams, student evaluations (both narrative and quantitative) and a teaching summary written by the T&P chair/subcommittee, of all student evaluations. See Faculty Manual for the scope and character of this summary.

The following identify the difference between what constitutes good and excellent teaching for associate and professor levels respectively:

**Associate Professor:** The department expects all candidates for promotion to associate professor to professor to demonstrate good teaching. A good teacher's classes regularly display clarity and rigor, are taught at an appropriate level, and motivate students to learn. In addition, the record of a good teacher testifies to consistently high standards and pedagogical dedication. The Tenure and Promotion Committee will determine the excellence of teaching by reviewing peer evaluations (including class observations as specified above), course syllabi, paper assignments, exams, student evaluations (both narrative and quantitative) and a comprehensive summary, composed by a colleague, of all student evaluations. See Faculty Manual for the scope and character of this summary.

**Professor:** The department expects all candidates for promotion to the rank of professor to demonstrate excellence in teaching. In addition the requirements for teaching as achieved for promotion to associate professor, a record of excellent teaching must show evidence of consistent excellence in teaching since promotion to Associate Professor, and should include documentation of leadership in teaching with at least two contributions from the optional materials listed below:

This list of optional materials is unweighted and unranked. Candidates will not be expected to offer materials in every category listed, nor is the list intended to be exhaustive. Rather, it illustrates the diversity of accomplishments and materials that the Tenure and Promotion Committee might consider in reaching a decision about teaching excellence. When reviewing this record, the Tenure and Promotion Committee will look for evidence of sustained excellence inside the classroom and in other teaching-related activities.

- A. The department will also consider other optional aspects of the record, such as:

1. A teaching portfolio, which may include a statement of teaching philosophy, additional peer teaching observations, reading lists, and samples of student work
2. Involvement as a teacher, curriculum developer, or administrator in the undergraduate and graduate program, including formulating and grading masters- and doctoral- level comprehensive exams
3. Directing undergraduate and graduate theses
4. Reading dissertations and theses as a committee member
5. Student letters unsolicited by the candidate
6. Involvement of graduate or undergraduate students in joint research projects
7. Innovations in teaching and curriculum development, such as proposals for new courses, programs, or technologies
8. Mentoring of students and student groups at the undergraduate and graduate level
9. Teaching awards, nominations, or other accolades
10. Publications and activities that assist other faculty in developing classroom instruction
11. Participation in pedagogical initiatives
12. Demonstrations of a positive impact on the teaching and curriculum development of colleagues in the profession
13. Any other relevant information the candidate offers to indicate his or her expertise as a teacher.

### 3. Service

- A. The successful candidate for tenure and promotion to associate professor and/or promotion to professor will offer a sustained record of good and excellent service, respectively.

**Associate Professor:** Good service, which is required for promotion to associate professor with tenure is defined as regular, conscientious, and effective contributions to departmental, college, or university programs and to national and/or international academic communities.

**Professor:** Excellent service, which is required for promotion to professor is defined as making significant contributions beyond minimal service at the department level. Service to the profession, mentoring of untenured faculty, administrative work (e.g., directors of study—graduate and undergraduate, associate chairs, committee chair, as well as college, campus, and university committees). Consideration will be given for overlap between research/teaching activities, as well as public scholarship, and diversity, equity, and inclusion education or related advocacy. In addition to an ongoing record of effective departmental service (split between the primary and secondary units in the case of a joint appointment), candidates should have a continuing record of meaningful service at the college or university level and/or within the profession at large.

- B. Letters of evaluation from the department chair, program directors, or other appropriate individuals, including chairs of committees on which a candidate has served, will be used as documentation in the tenure and promotion file, as well as any other relevant documentation of service. The Tenure and Promotion Committee will determine the

effectiveness of service by considering the evidence of good performance in any of the following unweighted, unranked categories:

1. Participating consistently in faculty meetings and in any other faculty decision-making bodies
2. Serving on departmental, college, or university committees
3. Performing ad hoc responsibilities assigned by the department chair or other administrators
4. Presenting to colleagues information on new technologies, or new developments in pedagogy
5. Advising students
6. Serving on student graduate examination committees
7. Evaluating manuscripts for journals and presses
8. Holding offices in academic organizations
9. Evaluating grant proposals
10. Serving on editorial boards
11. Organizing conferences and symposia
12. Serving on conference program committees
13. Organizing panels and workshops at conferences
14. Serving on awards committees
15. Serving the profession in other capacities
16. Collaborating in K-12 education projects
17. Serving local, state, or national organizations
18. Working with or for non-profits engaged in public initiatives

### **The Tenure & Promotion Committee\***

- Alyssa Collins, Assistant Professor, English and African American Studies +
- Thaddeus Davis, Associate Professor, Theatre and Dance and African American Studies
- Nikky Finney, John H. Bennett, Jr. Endowed Professor of Creative Writing and Southern Letters, English and African American Studies
- Deena Isom, Associate Professor, Criminology and Criminal Justice and African American Studies
- Claire Jimenez, Assistant Professor, English and African American Studies +
- Birgitta Johnson, Associate Professor, Music and African American Studies
- April Langley, Associate Professor, English and African American Studies (chair)
- Seulghee Lee, Assistant Professor, English and African American Studies +
- Pamela Martin, Professor, Psychology and African American Studies
- Abbe Schriber, Assistant Professor, Art History and African American Studies+
- Todd Shaw, College of Arts & Sciences Distinguished Associate Professor of Political Science and African American Studies
- Kimberly E. Simmons, Associate Professor, Anthropology and African American Studies
- Qiana J. Whitted, Professor, English and African American Studies
- Tanya Wideman-Davis, Associate Professor, Theatre and Dance and African American Studies

\*T&P Committee is the Core Faculty of the African American Studies Department + Untenured faculty are eligible after tenure to serve and offer input on initiatives related to guidelines, procedures, and criteria. However, only tenured faculty are authorized to vote on decisions related to promotion and tenure of ranked faculty.