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| **Unit** | School of Criminology and Criminal Justice | |
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**Provost office approval:**

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| **Deborah Clarke, Vice Provost for Academic Personnel** | **Date** |

**BYLAWS**

School of Criminology and Criminal Justice

Watts College of Public Service and Community Solutions

Arizona State University

Approved by the Faculty April 8, 2022

# General Provisions

## Preamble

1. The academic unit governed by these bylaws is the Faculty of the School of Criminology and Criminal Justice in the Watts College of Public Service and Community Solutions at Arizona State University. The School of Criminology and Criminal Justice offers a broad academic program through course offerings and specific degree programs designed to meet the needs of undergraduate and graduate students at Arizona State University. The School provides facilities, equipment and other services to maintain and support an active research program for faculty and students.
2. Faculty in the School of Criminology and Criminal Justice are committed to excellence in the areas of research, teaching, and service.
3. The School of Criminology and Criminal Justice actively seeks and supports a culturally diverse faculty, staff, and student body. Faculty in the School of Criminology and Criminal Justice are committed to creating a community where a diverse population can learn, live, work, and thrive in an atmosphere of tolerance, civility, and respect for the rights and sensibilities of each individual without regard to race, ethnicity, nationality, religion, sex, gender identity, sexual orientation, socioeconomic background, disability, age, political affiliation, intellectual perspective, veteran status, or any other marker of diversity. The Bylaws and the standards set herein for the faculty are grounded in this commitment to diversity, equity, and inclusion.

## Definitions

1. School Membership: School membership includes all persons on teaching or research appointment holding the rank of Professor, Associate Professor, Assistant Professor, or identified in their letters of appointment as Professor of Practice, Clinical Faculty, Lecturer, Instructor, Assistant Instructional Professional, Instructional Professional, Academic Professional, Administrative Staff, Teaching Assistant, Faculty Associate, Graduate Teaching (or Research) Assistant, Research Assistant or Associate, Research Faculty, Emeritus Faculty, Visiting Faculty, or Adjunct Faculty.
2. School Faculty: The School Faculty is the governing body of the School. Its membership includes all faculty on tenure or tenure-track lines in the School and all full-time nontenure-track faculty in the School.

## Relation to College, University, and Board of Regents

If any policy or procedure in these bylaws should be found to conflict with policies or procedures of (a) the Watts College of Public Service and Community Solutions, (b) Arizona State University, or (c) the Arizona Board of Regents, the policies and procedures of the latter three bodies shall take precedence.

## Responsibilities and Authority of the Faculty

1. The School encourages its tenured and tenure-track faculty members to achieve a healthy balance in their commitments to teaching, research, and service, all of which are viewed as integral and necessary parts of the University’s mission and purpose. All members in the School share in the responsibility for its success. In general, the faculty advises and the School Director recommends to the Dean on matters of policy, personnel and curriculum. In addition to their teaching responsibilities, faculty members share in the leadership responsibilities outlined below.
2. The School Director shall appoint tenured and tenure-track School Faculty as school officers (Bylaw I, Sections D. 1, D. 2, and E. 4) and as members of certain standing committees (see Bylaw IV, Sections A and B).
3. If an officer or appointed committee member is to be on leave for one semester, a replacement may be appointed on an interim basis to serve in the position for the one semester. However, if an individual is to be absent for two or more semesters, a replacement will be appointed.
4. In the event that a faculty member serving on a standing committee as a result of a faculty election (Bylaw IV, Sections A and B) is to be on leave for one or more semesters, a vote of the faculty will elect a new member to that committee, with a new term start date.

### Director of Graduate Studies

1. The Director of Graduate Studies is to be a tenured faculty member appointed by the School Director with the expectation that the individual will serve a presumptive term of three years.
2. Responsibilities include:
3. Chair the Graduate Committee.
4. Coordinate School activities with the Graduate College.
5. Work with School personnel to coordinate the schedule of courses for the doctoral program and master’s programs.
6. Direct the recruitment and admission of doctoral and master’s students.
7. Work with School personnel to assign doctoral and master’s students who have been awarded a Teaching Assistantship and/or a Research Assistantship to faculty.
8. Provide administrative leadership to the doctoral and master’s programs, including strategic planning, recruitment, working with the administrative staff and directing any other activities related to graduate programs as assigned by the School Director.
9. Work with School personnel to coordinate curriculum offerings, course scheduling, and the assignment of teaching assistants for online courses.
10. Direct any other activities related to the doctoral and master’s programs as assigned by the School Director.
11. Review and make decisions for student-initiated requests for waivers/appeals concerning academic standards and degree requirements.
12. At his or her discretion, the School Director may split the position of Director of Graduate Studies into two separate positions consisting of a Director of the Master’s Programs and a Director of the Ph.D. program, each reporting directly to the Director of the School. In the event the School Director opts for this approach,
13. the Director of the Ph.D. Program shall chair the Graduate Committee;
14. the Director of the Master’s Programs and the Director of the Ph.D. shall each assume the responsibilities outlined above in subsection I.D.3.b for their respective programs; and
15. all references in Part IV of these bylaws to the “Director of Graduate Studies” shall be interpreted as referring to the Director of the Ph.D. program.
16. Director of Undergraduate Programs
17. The Director of Undergraduate Programs is to be a tenured member of the faculty appointed by the School Director with the expectation that the individual will serve for a presumptive term of three years.
18. Responsibilities include:
19. Chair the Undergraduate Committee.
20. Serve as a liaison with the advising staff.
21. Serve as a liaison with the Honors College.
22. Provide administrative leadership to the undergraduate program, including strategic planning, recruitment, working with the administrative staff, and directing any other activities related to the undergraduate program as assigned by the School Director.
23. Work with School personnel to coordinate curriculum offerings, course scheduling, and the assignment of teaching assistants for online courses.
24. Review and make decisions for student-initiated requests for waivers/appeals concerning academic standards and degree requirements.

## Responsibilities and Authority of the Director of the School

1. The Director of the School is responsible for the efficient execution of university policies and for overall leadership of the unit, but shares this responsibility with members of the faculty and staff through consultation, committee structures and responsibilities, and other democratic procedures. Recommendations made by the faculty and staff are advisory to the Director, who is ultimately responsible for the successful management of the School.
2. The Director is appointed by the provost on the recommendation of the College Dean and with the advice of the faculty. He or she serves at the discretion of the dean and the provost.
3. General responsibilities of the Director are outlined in the ACD 102. More specific school responsibilities include:
4. An ongoing critical review of school objectives, programs, and priorities.
5. Assign or approve the teaching, service duties, and research activities of faculty members.
6. Appoint faculty to committees and offices except as prescribed in these bylaws.
7. Recommend faculty for service on non-elected college and university committees.
8. Review annually in writing and discussion the academic performance of all faculty members and academic professionals.
9. Recommend merit, equity, and market salary adjustments for faculty and staff.
10. Recruit, hire, develop, and evaluate the School’s staff.
11. Ensure efficient use of school resources including administrative assistance, computer resources, travel budgets, research funds, and research and teaching assistants.
12. Keeping faculty informed of developments and issues likely to affect their academic welfare.

## The Director, with the consent of the College Dean, may appoint an Associate Director to assist in carrying out his or her general responsibilities.

## Faculty Resolutions

1. This term shall apply to those actions taken by eligible School Faculty. Resolutions upon adoption and approval of the School Director shall become official policy of the School. A resolution shall be valid if approved by a majority of those voting at a duly announced meeting of the faculty or if approved by those faculty members who respond by a specified time to a call for a written response, assuming in either instance that the quorum requirement is satisfied.
2. All resolutions shall take effect immediately upon approval of the School Director, unless specified otherwise, involve matters outside the School, or if other levels of approval are required.

# Voting Membership of the School

1. All tenured, tenure-track, and full-time nontenure-track faculty are vested with voting rights within the School except that only tenured and tenure-track School Faculty members (except the Director) shall have voting privileges
2. on matters involving personnel (including, but not limited to, any votes concerning hiring, tenure, and promotion);
3. on the adoption, repeal, or amendment of bylaws;
4. in elections to standing committees; and
5. on matters pertaining to the graduate program.
6. School Faculty members on unpaid leaves do not have voting rights in the School while they are on leave. Members of the School Faculty who are on sabbatical leave or on other paid leaves (including faculty members away from the School because they are serving as central administrators) may vote if they have been present at the meeting to hear the matter discussed.
7. A quorum is one-half plus one of the members of the eligible School Faculty.
8. Proxy votes from people not present to hear the discussion will not be allowed.

# Meetings of the Faculty

## The School Director calls and conducts a faculty meeting at least once a semester. Unless specified by the Director that the meeting is a School Faculty meeting, all members of the School (as outlined above) are invited to attend and to submit items to the Director for possible placement on the agenda. Except in an emergency, the Director will announce meetings at least one week in advance and distribute the agenda at least 48 hours in advance. Both the announcement and the agenda will be distributed via email. The School Director must place an item on the agenda if he or she receives a request in writing signed by four or more of the members of the School Faculty.

## In most matters put to a vote, the decision can be made by a simple majority. (Exceptions include the changing of these bylaws which requires a 2/3 vote of the tenure-track Faculty of the School present at the meeting). Depending on the matter at hand, voting may be by unanimous consent, voice vote, or by ballot. The request by any voting member that a ballot be used for a particular issue shall be honored. If a paper ballot is used, the results will be counted by a tellers committee appointed by the Director. The results will be announced to the faculty once the tellers committee has concluded its count. The paper ballots will be destroyed after the results are announced. Electronic ballots may also be used if approved by a simple majority of the voting faculty. The School Director will appoint a staff member to conduct the vote and announce the results.

## The School Director will conduct the meetings according to the general principles espoused in the latest edition of *Robert’s Rules of Orders*. Equally important to parliamentary procedure is a spirit of collegiality and mutual respect. If there are procedural disagreements, the Executive Committee will consult with the School Director to settle the dispute.

# Committees

## Standing Committees – Election Process

1. Prior to the end of the Spring semester each year, the Executive Committee will oversee and certify the results of all elections of faculty members to the Executive Committee, the Chair of the Promotion and Tenure Committee, the Faculty Search Committee, and for Academic Senator. The Executive Committee also will oversee and certify any “as needed” election(s) to replace elected members of a standing committee. The terms for new members to standing committees start at the beginning of each fiscal year (July 1).
2. Whenever possible, assistant professors will serve on no more than one committee.

## Standing Committees

### Promotion and Tenure Committee

#### Membership: The Promotion and Tenure Committee shall be a committee of the whole, comprised of all tenured School Faculty members who are eligible (as defined below) to participate in the promotion and tenure process. To conduct business, a quorum of one-half plus one of all eligible tenured School Faculty members must be present.

#### All tenured Associate Professors and Professors are eligible and expected to participate in reviews of tenure-track Assistant Professors as part of the process of third-year probationary reviews and as candidates for promotion to Associate Professor with tenure. All Professors are eligible and expected to participate in reviews of candidates for promotion to Professor.

#### The School Director and any faculty member serving on the College’s Promotion and Tenure Committee or the University’s Promotion and Tenure Committee are ineligible to serve on this Committee.

#### Committee Chair: The Chair shall be a tenured Professor elected annually by a majority vote of the full-time tenured and tenure-track faculty of the School (Assistant Professors, Associate Professors, and Professors) with the responsibility to administer and organize meetings of the Committee as needed to conduct the business of the Committee.

#### Responsibilities of the Committee include:

#### Make recommendations to the School Director regarding all applications for Sabbatical Leaves, applications for third-year probationary review, applications for tenure, and applications for promotion. This process includes the following elements:

##### Convene a meeting of all eligible faculty members to discuss the record of each application for third-year review and each candidate for tenure and/or promotion vis-á-vis the criteria for the rank and tenure status sought.

##### During the meeting and at the conclusion of the evaluative discussion by all participating faculty, the participating faculty members will vote and the results of that vote will be reported in the committee’s recommendation.

##### For each candidate considered, the Committee will elect one of its members to draft a letter of recommendation to the School Director that reflects the evaluations expressed by faculty members for that candidate. The letter will be submitted in a timely manner to the Committee Chair.

##### The Committee Chair will make each letter of recommendation available for all participating faculty members to review prior to its submission to the School Director. The letter will be signed by the Committee Chair.

1. The Committee Chair will ask the School Director to share the results of the Committee’s evaluation with each candidate, including the recorded vote, in a timely manner.

#### At the invitation of the School Director or a faculty member, the Committee may be called upon to assess a faculty member’s progress toward tenure and/or promotion. When completed, the Committee will summarize its evaluation in a written response.

#### Nominate and recommend to the School Director scholars qualified to serve as external reviewers of the academic qualifications of candidates for promotion and tenure.

#### Additional Note: There will be no student representatives or staff on this committee.

### Executive Committee

#### Membership: Elected by a majority vote of the tenured and tenure-track School Faculty members.

#### Committee Chair: Elected by the members of the Committee. In the event that no member receives the necessary majority vote, then the Chair shall be selected by a coin toss.

#### Size: Four tenured and tenure-track faculty members, with at least one member from each rank (when possible), including two members at the rank of Professor. In each election, each faculty member will vote for one person at the rank of Assistant Professor, one person at the rank of Associate Professor, and two persons at the rank of Professor.

#### Term: one year.

#### Responsibilities include:

#### Coordinate Annual Performance Reviews of all tenured and tenure-track faculty and confidentially inform the School Director of the Committee’s evaluation and recommendations with regard to the three areas of Scholarship and Research, Teaching, and Service. Each faculty member will receive a copy of the Committee’s evaluation and recommendation of that faculty member.

#### Oversee and certify the process and results of all elections to faculty committees and faculty-held positions.

#### Assume other activities and special projects as may be requested by the School Director.

#### Additional Note: There will be no student representatives or staff on this committee.

### Faculty Search Committee

#### Membership: Elected by a majority vote of the tenured and tenure-track School Faculty members.

#### Committee Chair is elected by the faculty on the Committee.

#### Size: three tenured and tenure-track School Faculty members (with each rank represented when possible).

#### Term: two years (staggered, if possible).

#### Responsibilities include:

##### Consult with the School Director regarding written announcements of faculty vacancies to be recruited and the recruitment strategies to be used.

##### Screen job applicant files and nominate to the full faculty candidates for on-campus interviews, and lead the discussion of all faculty during which the entire faculty will discuss and vote to recommend the “short list” of names to be recommended to the School Director for on-campus interviews.

##### Actively participate in the candidate interview process, assist in planning each candidate’s on campus schedules and colloquia, and perform other relevant recruitment activities as may arise.

##### Assume other activities and special projects as may be requested by the School Director.

### Graduate Committee

#### Membership: Director of Graduate Studies (or the Directors of the PhD and master’s programs), and tenured and tenure-track School Faculty as appointed by the School Director.

#### The Director of Graduate Studies will serve as Committee Chair.

#### Size: The Director of Graduate Studies (or the Directors of the PhD and master’s programs), and three tenured and tenure-track School Faculty members appointed by the School Director (each rank represented when possible).

#### Term: two years (staggered, if possible).

#### Responsibilities include:

#### Advertisement of and recruitment of students to the School’s graduate programs.

#### Admissions to the graduate programs.

#### Award internal forms of financial assistance, including graduate teaching assistantships, graduate research assistantships, scholarships and fellowships.

#### Maintain and develop graduate curricula and respond to curriculum issues that may arise.

#### Assume other duties that may be delegated to the Committee by the School Director.

#### Additional Notes

#### No student representatives or staff members will vote on this committee, although students or staff may be invited to attend as appropriate.

#### Appointments by the School Director should be made in consultation with the Director of Graduate Studies.

### Undergraduate Committee

#### Membership: Undergraduate Director and all School Faculty appointed by the School Director.

#### The Undergraduate Director will serve as Committee Chair.

#### Size: Undergraduate Director, Academic Program Manager, and three tenured and tenure-track School Faculty members (1 from each rank when possible).

#### Term: two years (staggered, if possible).

#### Responsibilities include:

#### Maintain and develop the undergraduate curriculum and respond to curriculum issues that may arise.

#### Advertise and award internal forms of financial assistance, scholarships, and awards.

#### Assume other duties that may be delegated to the Committee by the School Director.

#### Additional Notes:

###### There will be no student representatives on this committee.

###### The Academic Success Coordinator will be a non-voting standing member of this committee.

###### Appointments of faculty by the School Director should be made in consultation with the Undergraduate Director.

###### The Undergraduate Director, with the consent of the School Director, may appoint non-tenure-track faculty members to the committee for a one-year term.

### Ph.D. Comprehensive Exam Committee

#### Membership: Appointed by the Director of Graduate Studies.

#### The Director of Graduate Studies shall oversee the process and appoint a Chair.

#### Size: Four tenured and tenure-track School Faculty members (each rank represented when possible). The Director of Graduate Studies is empowered to increase the size of the Committee based on the expected workload.

#### Term: two years (staggered, if possible).

#### Responsibilities include writing, administering, and grading comprehensive exams.

#### Additional Notes:

#### Exams will be written in consultation with the Director of Graduate Studies.

#### There will be no student representative or staff on this committee.

7. Awards Committee

* 1. Membership: Tenured and tenure-track School Faculty as appointed by the School Director.
  2. Committee Chair is elected by the faculty on the Committee.
  3. Size: Three tenured and tenure-track School Faculty members (with each rank represented when possible).
  4. Term: two years (staggered, if possible).
  5. Responsibilities include:

1. To evaluate the nominees for School awards.
2. To select winners for each School award.
3. To create new School awards (as needed).
4. To revise nomination process (as needed).
   1. Additional Notes
5. No student representatives or staff members will vote on this committee, although students or staff may be invited to attend as appropriate.
6. The Committee may decide not to give out an award in any given year.

## Ad Hoc Committees

### The School Director is authorized to appoint ad hoc committees as needed by the School such as a program review committee or a development committee. Depending on the nature of the task, the School Director will appoint a committee chair or ask that the members elect a chair.

## Other Roles and Responsibilities

### Academic Senator

### The School’s Academic Senator will be elected for a three-year term in the spring of the year preceding the beginning of service.

### Responsibilities include:

### Attending Academic Senate meetings or arranging a substitute.

### Representing the interests of the School through the Academic Senate.

### Bringing university and Academic Senate concerns back to school faculty.

### Participating on Academic Senate committees as appropriate.

# Tenure and Promotion Guidelines for Tenured and Tenure-Track Faculty

## Introduction

For tenure and promotion to Associate Professor and for promotion to Professor in the School of Criminology and Criminal Justice, the following is a supplement to Arizona State University’s promotion and tenure guidelines as found in the ACD Manual and Personnel Policies Standing Rules adopted by the Watts College of Public Service and Community Solutions.

The School recognizes the existence of biases against faculty members from historically marginalized groups (including but not limited to race, ethnicity, nationality, religion, sex, gender identity, sexual orientation, socioeconomic background, disability, age, and veteran status) in several metrics that are traditionally used to assess scholarship, teaching, and service. These biases have contributed to the underrepresentation of members of these groups in the tenured faculty ranks. In the evaluation of annual performance, tenure, and promotion, these biases will be taken into account.

1. Tenure and Promotion to Associate Professor
2. As a prerequisite for tenure consideration, a candidate must demonstrate a record of conduct consistent with the Code of Ethics (ACD 204-01) and Standards of Professional Conduct for Faculty Members and Academic Professionals (ACD 204-02) at Arizona State University. Furthermore, nothing in these guidelines shall be construed as infringing upon academic freedom or faculty rights to free expression.
3. Candidates for tenure and promotion to the rank of Associate Professor must demonstrate a record of excellence and the promise of continued excellence in scholarship, teaching, and good performance in service during the probationary period at ASU. While there is no single model for what constitutes a record worthy of tenure and promotion, the following criteria serve as general guidelines intended to comply with and supplement ACD 506-04, ACD 506-05, and the procedures provided by the University Provost.

#### Scholarship

Excellence in scholarship is reflected in a research record that has garnered national or international recognition and evidences both an independent research agenda and a recognizable impact on the field. Indicators of these criteria may vary, but include the following:

1. Scholarly Independence
2. A significant roster of solo-authored and/or first-authored publications in peer-reviewed journals and/or scholarly books published by university or academic presses.
3. A coherent substantive thread(s) running through the published work that is also produced independently from one’s dissertation advisor/committee.
4. Scholarly Impact
5. Primary Indicators:

An extensive body of high-quality, peer-reviewed published work (including work accepted for publication) since hired at ASU. Candidate records for promotion and tenure should be comparable to recent, successful cases in the School of Criminology and Criminal Justice at Arizona State University and/or in Criminology and Criminal Justice departments at peer institutions. Successful tenure and promotion cases are characterized by consistent contributions to the peer reviewed literature in the field. The body of work should have significant impact on the field. Though a candidate’s entire record of published work is considered in the tenure and promotion decision, primary emphasis is placed on the level of productivity during the probationary period at ASU.

A candidate’s work, whether published or accepted for publication, should have a strong representation in one or more of the following:

top-tier refereed criminology and criminal justice journals that typically have ISI 5-year impact factors above 2.0;

top-tier (as evidenced by impact factor, journal ranking, acceptance/rejection rates, editorial board membership, and/or similar criteria) refereed journals within other disciplines (such as sociology, psychology, political science, geography, or public health), provided that the substantive focus of the published work relates to criminology and/or criminal justice; and/or

monographs published by a scholarly press (e.g., university and academic presses).

1. Additional Indicators:
2. Publications appearing in top-tier (as evidenced by impact factor, journal ranking, acceptance/rejection rates, editorial board membership, and/or similar criteria) refereed specialty journals, provided that the substantive focus of the published work relates to criminology and/or criminal justice.
3. Evidence of significant successful grant activity (e.g., number, prestige, and/or amount of award) and involvement in funded research. After third year review, it is expected that all tenured and tenure-track faculty members submit at least one grant proposal to a funding agency every three years, either on one’s own or as part of a group.
4. Publications in non-top-tier peer-reviewed journals.
5. Book chapters published in edited volumes published by a scholarly press.
6. Highly-cited works and overall citation impact (e.g., ISI and Google Scholar).
7. Awards/recognition from the University and/or professional organizations for research/scholarship.
8. Strong emphasis will be placed on external letters indicating that the candidate’s research has established the candidate as a leading scholar in the field. A sufficient number of letters as determined by the process guide provided by the Provost’s office should be obtained from scholars who are free of conflicts of interest at ASU peer or aspirational peer institutions.

#### Teaching

Excellence in undergraduate and graduate teaching as reflected in a variety of activities and by various measures, such as the following, some of which may overlap with research and service criteria (candidates are not expected to have completed all of these activities):

1. Strongly positive results from peer teaching evaluations (required). The School follows the College policies regarding peer review of teaching.
2. Strongly positive results from student course evaluations.
3. Undergraduate student mentorship (e.g., serving as thesis advisor or committee member).
4. Record of success teaching students from traditionally under-represented groups, which might include but is not limited to redesigning courses or adopting different teaching strategies to meet the needs of historically marginalized students.
5. Graduate student mentorship (e.g., serving as thesis/dissertation advisor or committee member).
6. Publication and/or conference participation in collaboration with graduate and undergraduate students.
7. Record of success mentoring students from groups that are under-represented in the field of criminology and criminal justice, which might include but is not limited to serving as dissertation/thesis advisor or committee member, supervising independent studies, or collaborating on publications and/or conference presentations.
8. Course development and redevelopment. During the probationary period it is ideal to teach between three and five different courses. This demonstrates the value of the candidate as a teacher to the school.
9. Guest lecturing and participation in courses/seminars at ASU and (particularly) elsewhere.
10. External funding for support of instructional activities.
11. Teaching awards.
12. Research and scholarship related to teaching and curriculum development.
13. Supervising honors contracts, independent studies/extracurricular reading, and/or conference projects.
14. Attending or conducting pedagogical training or workshop sessions.
15. When applicable, a candidate’s teaching contributions from other Universities may be considered.
16. Publishing or revising a textbook.

#### Service

Excellence in service to the School, the College, the University, the profession and the community, as reflected in the quality and quantity of contributions in such activities as the following:

1. Participation in School activities, including meetings, recruitment, and work with graduate students.
2. Editorial board memberships, peer-review activity for journals, book presses, and/or grant funding agencies.
3. Membership and/or positions of leadership and service in professional associations.
4. Furthering diversity, equity, and inclusion in the field of criminology and criminal justice, which might include but is not limited to participation in conferences that address the concerns of traditionally under-represented groups and service to local and national groups and societies that represent underserved communities.
5. Applied research reports for governmental or community agencies and organizations.
6. Administrative tasks and positions as appropriate within ASU.
7. Participation in College and/or University committees.
8. Furthering diversity, equity, and inclusion within ASU, which might include but is not limited to the recruitment of scholars and students from traditionally under-represented groups and participation on committees that address the concerns of historically marginalized individuals.
9. Scholarly presentations to the University or the public.
10. Student advising or advising of student groups.
11. Media interviews or commentary that advance the mission of the school.
12. Non-remunerative consulting, board membership or other leadership roles in community service.

### Promotion to Professor

Professor is the highest academic rank in the School and should be conferred only on those who have established an exemplary record of scholarship. Time in rank is not a sufficient condition for promotion; instead, promotion to Professor is based on a candidate’s cumulative and continuing record of excellent performance and having developed a reputation as an exemplary scholar in the field.

Promotion to the rank of Professor will depend upon the demonstration of sustained effectiveness in all three areas outlined above (scholarship, teaching, and service) with an emphasis on scholarship and teaching. Candidates should demonstrate a commitment to diversity, equity, and inclusion in these areas. While there is no single model for what constitutes an exemplary record of scholarship, the following serve as general guidelines:

#### Scholarly Productivity

This can be evidenced by an extensive body of published work in leading peer-reviewed journals and/or scholarly presses (a significant portion of which, in the case of a candidate who has had a career solely at academic institutions, must have been produced after promotion to Associate Professor). Candidate records for promotion should be comparable to recent, successful cases in the School of Criminology and Criminal Justice at Arizona State University and/or Criminology and Criminal Justice departments at peer institutions.

#### Scholarly Impact

##### Evidence of exemplary scholarly achievement can be indicated—among other things—in the degree to which one’s published work is cited in the scholarly literature. This can be substantiated primarily through ISI citation counts (with additional information gleaned from other search databases, such as Google Scholar) which should indicate a high level of scholarly influence on the field in terms of both overall citations and consistency of publication of highly cited works.

##### Other indicators of an exemplary record of scholarship include national research awards, success in obtaining highly competitive external grants, published reviews of one’s work, evidence that one’s work has been adopted in graduate education and training, editorships and service on prestigious editorial boards, and citation to one’s work in major media outlets.

##### Strong emphasis will be placed on external letters indicating that the candidate’s research has established her or him as a leading scholar in the field. A sufficient number of letters should be obtained from scholars at ASU peer or aspirational peer institutions who are free of conflicts.

##### Candidates to Professor should demonstrate evidence of successful graduate student (particularly doctoral student) mentorship; indicators could include successfully chairing graduate student committees, and assistance to students seeking fellowships, grants, or awards.

##### Promotion to Professor should be conferred only to those who have had an impact on the field, in a national and, where appropriate, international context. Such individuals should be regarded among the leading experts in their field.

**VI. Promotion Guidelines for Nontenure-Track Faculty**

1. Introduction and General Principles
2. In the School of Criminology and Criminal Justice, lecturers are generalists who hold an earned graduate degree in our field (or a related discipline) and are teaching specialists. Clinical faculty members are specialists who, through a combination of education and practical experience in a justice-related profession, are capable of teaching a variety of specialty courses within their areas of expertise.
3. Lecturers and clinical faculty are appointed to a nontenure-earning teaching track that requires four or five courses of teaching each semester (or release time from some teaching for other duties as assigned). Promotion to a higher rank also requires a documented record of sustained and continuing excellence and effectiveness. All lecturers and clinical faculty seeking promotion must present an electronic dossier supporting how they meet the criteria outlined here for promotion.
4. As a prerequisite for promotion consideration, a candidate must demonstrate a record of conduct consistent with the Code of Ethics (ACD 204-01) and Standards of Professional Conduct for Faculty Members and Academic Professionals (ACD 204-02) at Arizona State University.
5. The School recognizes the existence of biases against faculty members from historically marginalized groups (including but not limited to race, ethnicity, nationality, religion, sex, gender identity, sexual orientation, sociodemographic background, disability, age, and veteran status) in several metrics that are traditionally used to assess scholarship, teaching, and service. These biases have contributed to the underrepresentation of members of these groups in the faculty ranks. In the evaluation of annual performance and promotion, these biases will be taken into account.
6. Promotion to Senior Lecturer

While there is no single model for what constitutes a record worthy of promotion, the following criteria serve as general guidelines:

1. Earned graduate degree appropriate for the discipline (e.g., M.A., M.S., J.D., Ed.D., or Ph.D.).
2. At least five (5) years (internal and/or external to ASU) of teaching experience. It is generally expected that at least four (4) of these five (5) years will have been at the rank of lecturer at ASU.
3. High-quality contributions to teaching mission of the School within and outside the classroom (e.g., curriculum or program development or redevelopment). These contributions must show evidence of a lasting positive effect on the students and the program as reflected by variety of activities and by various measures, such as the following:
4. Strongly positive results from peer teaching evaluations (required).
5. Strongly positive results from student course evaluations (required).
6. Record of success teaching students from traditionally under-represented groups, which might include but is not limited to redesigning courses or adopting different teaching strategies to meet the needs of historically marginalized students.
7. Undergraduate student mentorship (e.g., honors theses, honor societies, etc.)
8. Graduate student mentorship (e.g., serving as thesis/dissertation committee member).
9. Publication and/or conference participation in collaboration with graduate students.
10. Record of success mentoring students from groups that are under-represented in the field of criminology and criminal justice, which might include but is not limited to serving as dissertation/thesis advisor or committee member, supervising independent studies, or collaborating on publications and/or conference presentations.
11. Guest lecturing and participation in courses/seminars at ASU and elsewhere.
12. External funding for support of instructional activities.
13. Teaching awards.
14. Research and scholarship related to teaching and curriculum development.
15. Supervising independent studies/extracurricular reading and/or conference projects.
16. Attending or conducting pedagogical training or workshop sessions.
17. Active participation in institutional governance within the School, College, or University, such as committee member.
18. Active involvement in committee work for local, state, and/or national professional or civic organizations.
19. Furthering diversity, equity, and inclusion in the field of criminology and criminal justice, which might include but is not limited to participation in conferences that address the concerns of traditionally under-represented groups and service to local and national groups and societies that represent underserved communities.
20. Active involvement in administrative tasks and positions as appropriate within ASU, such as student advising, advising student groups, coordinating speakers, leading field trips and other types of experiential learning opportunities, facilitating student involvement in service learning and volunteerism, etc.
21. Furthering diversity, equity, and inclusion within ASU, which might include but is not limited to the recruitment of scholars and students from traditionally under-represented groups and participation on committees that address the concerns of historically marginalized individuals.
22. Media interviews or commentary that advances the mission of the school
23. Promotion to Principal Lecturer

Promotion to the rank of Principal Lecturer will depend upon the demonstration of sustained effectiveness in teaching. While there is no single model for what constitutes a record worthy of promotion, the following criteria serve as general guidelines:

1. Earned doctoral degree appropriate for the discipline (e.g., J.D., Ed.D., or Ph.D.).
2. At least eight (8) years (internal and/or external to ASU) of teaching experience, including a minimum of four (4) years at the rank of senior lecturer at ASU.
3. A consistent pattern of outstanding contributions to the teaching mission of the School within and outside the classroom. This contribution must show evidence of a lasting positive effect on the students and the program as reflected by variety of activities and by a variety of the measures previously outlined for promotion from lecturer to senior lecturer.
4. Leadership role(s) in institutional governance within the College or University, such as committee chair or faculty senator.
5. Leadership role(s) in administration within the School, the College, and/or the University, such as serving as a program coordinator, curriculum coordinator, internship coordinator, admissions officer, etc.
6. Leadership role(s) in local, state, and/or national professional organizations or in local, state, or national civic organizations.
7. High-quality involvement in student advising, advising student groups, coordinating speakers, leading field trips and other types of experiential learning opportunities, facilitating student involvement in service learning and volunteerism, etc.
8. Demonstrated commitment to diversity, equity, and inclusion.
9. Media interviews or commentary that advances the mission of the School.
10. Promotion to Associate Clinical Professor

While there is no single model for what constitutes a record worthy of promotion, the following criteria serve as general guidelines:

1. Earned graduate degree appropriate for the discipline (e.g., M.A., M.S., J.D., Ed.D., or Ph.D.).
2. At least five (5) years (internal and/or external to ASU) of full-time teaching experience. It is generally expected that at least four (4) of these five (5) years will have been at the rank of assistant clinical professor at ASU.
3. High-quality contributions to teaching mission of the School within and outside the classroom (e.g. curriculum or program development or redevelopment). These contributions must show evidence of a lasting positive effect on the students and the program as reflected by variety of activities and by various measures, such as the following:
4. Strongly positive results from peer teaching evaluations (required).
5. Strongly positive results from student course evaluations (required).
6. Record of success teaching students from traditionally under-represented groups, which might include but is not limited to redesigning courses or adopting different teaching strategies to meet the needs of historically marginalized students.
7. Undergraduate student mentorship (e.g., honors theses, honor societies, etc.).
8. Graduate student mentorship (e.g., serving as thesis/dissertation committee member).
9. Publication and/or conference participation in collaboration with graduate students.
10. Record of success mentoring students from groups that are under-represented in the field of criminology and criminal justice, which might include but is not limited to serving as dissertation/thesis advisor or committee member, supervising independent studies, or collaborating on publications and/or conference presentations.
11. Guest lecturing and participation in courses/seminars at ASU and elsewhere.
12. External funding for support of instructional activities.
13. Teaching awards.
14. Research and scholarship related to teaching and curriculum development.
15. Supervising independent studies/extracurricular reading and/or conference projects.
16. Attending or conducting pedagogical training or workshop sessions.
17. Active participation in institutional governance within the School, College, or University, such as committee member.
18. Furthering diversity, equity, and inclusion within ASU, which might include but is not limited to the recruitment of scholars and students from traditionally under-represented groups and participation on committees that address the concerns of historically marginalized individuals.
19. Active involvement in committee work for local, state, and/or national professional or civic organizations.
20. Active involvement in administrative tasks and positions as appropriate within ASU, such as student advising, advising student groups, coordinating speakers, leading field trips and other types of experiential learning opportunities, facilitating student involvement in service learning and volunteerism, etc.
21. Furthering diversity, equity, and inclusion in the field of criminology and criminal justice, which might include but is not limited to participation in conferences that address the concerns of traditionally under-represented groups and service to local and national groups and societies that represent underserved communities.
22. Media interviews or commentary that advances the mission of the school.
23. Promotion to Clinical Professor

Promotion to the rank of Clinical Professor will depend upon the demonstration of sustained effectiveness in teaching. While there is no single model for what constitutes a record worthy of promotion, the following criteria serve as general guidelines:

1. At least eight (8) years (internal and/or external to ASU) of teaching experience, including a minimum of four (4) years at the rank of associate clinical professor at ASU.
2. A consistent pattern of outstanding contributions to the teaching mission of the School within and outside the classroom. This contribution must show evidence of a lasting positive effect on the students and the program as reflected by variety of activities and by a variety of the measures previously outlined for promotion from assistant clinical professor to associate clinical professor.
3. Leadership role(s) in institutional governance within the College or University, such as committee chair or faculty senator.
4. Leadership role(s) in administration within the School, the College, and/or the University, such as serving as a program coordinator, curriculum coordinator, internship coordinator, admissions officer, etc.
5. Leadership role(s) in local, state, and/or national professional organizations or in local, state, or national civic organizations.
6. High-quality involvement in student advising, advising student groups, coordinating speakers, leading field trips and other types of experiential learning opportunities, facilitating student involvement in service learning and volunteerism, etc.
7. Demonstrated commitment to diversity, equity, and inclusion.
8. Media interviews or commentary that advances the mission of the School.

**VII. Procedures for Amending the Bylaws**

1. These bylaws and school policies and procedures may be amended by a two-thirds vote of those tenure track faculty members present at a meeting of the School Faculty, provided that a copy of any proposed amendments has been made available to all voting faculty members at least one week prior to the meeting and the time entered on the agenda of the faculty meeting.
2. Proposals for changes to the bylaws can be made by the Executive Committee or by a minimum of one quarter of the members of the voting faculty.
3. It is the responsibility of the School Director to maintain an up-to-date version of the bylaws and school policies and procedures reflecting all changes and amendments.
4. All amendments are subject to review and approval by the College Dean and the University Provost.

Adopted by vote of the faculty effective January 31, 2014

Revised by vote of the faculty on May 2, 2014

Revised by vote of the faculty on December 5, 2014

Revised by vote of the faculty on December 4, 2015 and January 15, 2016

Revised by vote of the faculty on April 8, 2022