

**Reappointment, Tenure, and Promotion Policy**  
**Department of Religious Studies**  
**College of Liberal Arts**  
*Adopted Fall 2025*

**PREAMBLE**

**Mission and Goals.** The Department of Religious Studies engages in the academic, critical study of religion. It communicates the results of its humanistic and social-scientific scholarship to the University, to the larger national and international discipline of which it is a part, and to the community beyond academe.

**Contextualizing Evaluation.** This policy determines and articulates the criteria and standards the Department wishes to apply *in addition to* the University and College of Liberal Arts policies for the reappointment, tenure, and promotion of candidates. The Department intends this policy to advise and support candidates in their efforts to develop as teachers, scholars, and members of the University and professional academic communities.

Religion is a deep human phenomenon in the context of which our species evolved culturally and biologically. To compass religion, the discipline of Religious Studies must use a considerable range of methodological perspectives – Religious Studies is necessarily multi-methodological. Our Department of Religious Studies is the place at CSULB where, in the scholarly conversations among colleagues who have different but complementary perspectives on religion, inquiry into religion is most fully pursued.

Thus, evaluators should use the following when contextualizing scholar/teachers in religious studies:

1. The set of methodologies taken up in scholarly work, including but not limited to: phenomenological, literary critical, text critical, feminist/queer, ethnographic, linguistic, comparative, and that of *Religionsgeschichte* (the history of religions);
2. The set of theories that inform the methodologies chosen;
3. The comparison sets of data, including but not limited to: diachronic, synchronic, topical, literary, mythographic, geographic;
4. The aspects of religion chosen for analysis, including but not limited to: experiential, mythic, textual and ideational, ethical, ritual and performative, or social;
5. The intersections of the discipline of religious studies with such disciplines including but not limited to sociology, psychology, history, anthropology, philosophy, women's and gender studies, area studies, classics, comparative literature, and political science.

**1.0. GUIDING PRINCIPLES**

The Department defers to the University and CLA policies.

**2.0. RTP AREAS OF EVALUATION**

The Department defers to the University and CLA policies, with the following additions.

### **2.1. Peer Observation of Instruction**

Classroom visits may be initiated by the Department or candidate. Upon the written recommendation of the candidate's RTP committee, the committee will designate a member or members to visit the candidate's classes. The candidate will receive at least five days' notice of a classroom visit. The candidate will also receive a copy of the written report of the visit. The candidate may request classroom visitation from the chair or mentor as part of her or his teacher formation process, independent of any recommendation by the Department's RTP committee.

### **2.2. Pathways to Tenure**

Pathways to tenure and promotion include but are not limited to the following: promotion to associate professor and tenure typically require a minimum of three peer-reviewed works, including but not limited to peer-reviewed publications, or two peer-reviewed works, if one such is a book; promotion to full Professor must exceed the requirements for promotion to associate professor and tenure (i.e., four peer-reviewed works, or two peer-reviewed works and a book, or two peer-reviewed books all of which are new to the promotion review cycle as per the CLA policy 2.2.1.1.2).

### **3.0. RESPONSIBILITIES IN THE RTP PROCESS**

The Department defers to the University and CLA policies.

### **4.0. TIMELINES FOR THE RTP PROCESS**

The Department defers to the University and CLA policies.

### **5.0. APPOINTMENT AND PROMOTION CRITERIA**

The Department defers to the University and CLA policies.

### **6.0. STEPS IN THE RTP PROCESS**

The Department defers to the University and CLA policies.

### **7.0. ADDITIONAL PROCESSES**

The Department defers to the University and CLA policies.

### **8.0. CHANGES AND AMENDMENTS TO THE RTP POLICY**

Proposed amendments to the Department RTP Policy may be made by motion at a Departmental faculty meeting where the item has been placed five working days in advance on a meeting agenda. Changes recommended by a meeting of the Department faculty, signified by a motion passed by a majority in a regularly scheduled faculty meeting where a quorum is present, will then be submitted to the entire tenured and probationary faculty of the Department for approval by a majority vote through secret ballot. To be implemented, the amendment must also have the approval of the College Faculty Council, the Dean, and the Provost.