

Department of Journalism & Digital Communication

Tenure and promotion guidelines

Overview

The Department of Journalism and Digital Communication has established a set of discipline-specific criteria for tenure and promotion to associate professor, for promotion to full professor, and for the promotion of instructors.

Applications for tenure and promotion will be considered at three levels within the Department: first, by the Tenure and Promotion Committee, second, by the Department Chair, and third, by eligible voting members. The Committee and the Chair will evaluate applications that speak to performance in the realms of research, teaching, and service, and provide evaluative ratings in each of these categories.

After these evaluations, eligible voting members will review the application and all evaluations and, by secret ballot, vote to either endorse or reject the application.

In cases of instructor promotion, eligible voting members include all full-time faculty within the Department. In cases of tenure and promotion to associate professor, eligible members include all tenured faculty within the Department. In cases of promotion to full professor, eligible members include all full professors.

The Tenure and Promotion Committee includes three members drawn from the eligible pool. If fewer than three full professors are available, a colleague of that rank from outside the Department but within the College will be invited to serve on the Committee.

Regional Chancellors will provide a formal review in promotion and tenure cases and for instructor promotion cases for faculty members on branch campuses prior to a College Dean completing and forwarding a recommendation to the Provost.

The process for mid-tenure review is the same as for tenure and promotion, except letters from external evaluators are not used.

Tenure & promotion to associate professor

The Department expects tenure-track faculty to demonstrate expertise in their fields through scholarly and creative achievement; to be dedicated teachers and advisers who contribute to the Department, the University, the community, and the profession through service activities.

We expect candidates for tenure and promotion to demonstrate excellence in research and teaching, along with substantive contributions to service within and beyond the Department.

The faculty of the Department of Journalism and Digital Communication believe

d. Creative works

Such works include books, long-form series, multimedia productions, photo essays, interactive and data-driven projects, documentaries, and other substantive journalistic products based on investigative reporting, historical analysis, public records research, and related techniques. Because such works can vary considerably in scope and impact, determinations about equivalences to peer-reviewed articles should be based on evidence of merit and comments from independent outside reviewers.

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On a case-by-case basis, the Department Review Committee and Chair may

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Students' assessments of instruction constitute one potential indicator of teaching excellence. The Department places particular weight on qualitative remarks that speak to the effectiveness of the instruction. The Department encourages students to provide feedback on their learning experience. The Department values student input and encourages students to provide feedback on their learning experience. The Department values student input and encourages students to provide feedback on their learning experience.

We value service that advances the mission, values, vision, and goals of the University and Department. Since a professional program entails responsibilities to industry, we believe in a duty to share our expertise to the benefit of both journalism education and the profession.

The following areas will be evaluated. A candidate need not engage in all, but should demonstrate sustained contributions in several:

- leadership in University, College, and Department committees;
- leadership in Department programs or in related initiatives;
- leadership or participation in professional associations;
- editorial support for publications and journals in the field;
- volunteer activities to help educate the public about journalism;
- judging professional competitions;
- participation in conferences and workshops related to the practice or teaching of journalism or other subject matter;
- professional consulting; and
- providing expert information for media interviews and public presentations.

Promotion to full professor

Promotion from associate professor to professor represents the highest level of academic accomplishment, and, as a faculty, we believe the rank of professor requires an exceptional record of leadership in research, teaching, and service.

Successful candidates for promotion to full professor must meet, and exceed, expectations for tenure and promotion to associate professor in the five years preceding their application.

They must further demonstrate the following accomplishments.

The candidate should have a track record of influential research that benefits the profession or attracts international attention. Evidence may include documented use of

professional contact with colleagues and engage in continuing professional activities to maintain, upgrade, and augment existing skills or develop new ones.

Evidence should include but not be limited to:

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internal and/or external colleague statements on professional activities; and
dYYfg `UbX`WU]f g`Yj U`i Uh]cbg`g]bW`h\Y`]bgnfi W`cf`\Ug`VYYb`]b`h\Y`8YdUfha Ybh.

Additional evidence of professional development may include, but is not limited to:

serving as an officer or member of a board or committee of a local, state,
regional, national, or international professional organization;
chairing or serving as a discussant on a panel at a professional meeting;
preparing proposals and reports;

