

Factors for Promotion and Tenure
Department of Communication Sciences and Disorders
Revised 03/07/06

Faculty in Audiology and Speech Pathology may submit any material to the Promotion and Tenure Committee that they deem relevant to the factors listed below.

I. Scholarship

Publication is the most important means for evaluating scholarship. Publication of peer-reviewed articles in recognized journals provides clear evidence of scholarly activity. Publication of books and chapters is also considered evidence of scholarship. Editorship of books, proceedings and monographs and publication of invited contributions to the literature are valued scholarly activities. Citation of a faculty member's work, reviews of the work and other evaluations should be considered in assessing scholarly work.

Success in securing funding for research and training grants from sources outside the University is evidence of scholarship. Success in securing internal funding is given less weight. For an assistant professor seeking tenure, persistence in efforts to obtain funding and publish in high-quality journals is an important criterion.

Other indicators of scholarly work include presentations at meetings and conferences (particularly those that are invited), recognition by professional associations, and publication by various methods of clinical instruments and treatment strategies that are data based and have been presented in peer-reviewed journals.

The candidate's potential for continued excellence in scholarly activity is also a factor for tenure and promotion. Promotion to full professor requires evidence of national recognition.

II. Teaching

Effectiveness in teaching at the undergraduate and graduate levels will be measured by student evaluations of all courses taught, by peer review and by other measures of teaching effectiveness, when these are available. Awards for excellence in teaching will also be considered.

Effectiveness in directing master's theses and essays, directed studies, small research projects and doctoral dissertations provides evidence of teaching effectiveness. Development of new courses and major revisions of existing courses will also be considered. Student advising that extends beyond the expected load and active involvement as an advisor to students in need of career development, employment opportunities and/or other guidance will be noted. When applicable, clinical supervision will be assessed through student evaluations and evaluations by professionals and other sources.

III. Service

Service to the Department, College and University will be assessed through active, effective committee membership and committee leadership. An appropriate level of service is expected of all faculty and does not by itself constitute a factor for tenure or promotion. Weight should be given to service assignments which require extensive time and a high level of responsibility. Service also includes editorships and editorial board memberships, review of papers, grants and educational programs, and leadership roles in professional associations, governmental organizations and/or community-based organizations which bring credit to the University and further its mission.

An assistant professor seeking tenure and/or promotion will have fewer service expectations than a tenured faculty member seeking promotion.