

# Communication Department Expectations for Tenure

5.221

## 1. Promotion and Tenure Criteria

*All faculty members must have the educational background required and have completed the required years in rank prior to the effective date of promotion or the required years of service prior to the date of awarding of tenure or a three-year extendable appointment (see section 5.223).*

*In addition, the faculty member's performance portfolio must be reviewed and demonstrate that there are sufficient contributions in each of the areas appropriate to the faculty member's appointment. Faculty must meet or exceed the acceptable performance level in each area applicable to their appointment. The number of areas required to exceed the acceptable level gradually increases (see table below) until all areas must be at the preferred level for final promotion (Senior Instructor 2 or Full Professor). Note: exceptional performance is not expected, nor required for promotion to any rank, however faculty members may elect to replace preferred performance in two areas with acceptable performance in one area and exceptional performance in the other.*

### Minimum Promotion and Tenure Performance Requirements

	Min Acceptable	Min Preferred	Min Exceptional
<b>SR Instructor 1 (3 year extendable appt.)</b>	1	1	
<b>SR Instructor 2</b>		2 — OR —	
	1		1
<b>Associate</b>	2	1	
	1	2	
<b>Tenure</b>		— OR —	
	2		1
<b>Professor</b>		3 — OR —	
	1	1	1

***COMM Department: typical ways these expectations of our faculty differ from the promotion expectations for an Associate Professor:***

- Evidence of candidate's accomplishments (not just potential) in the areas of teaching, professional development, scholarship, leadership and service
- Evidence of candidate's involvement in department, university and community activities

- Evidence of collegiality demonstrated through positive colleague reviews and chair evaluations
- Evidence of response to matters identified as areas for improvement in colleague and teaching reviews
- Adherence to the Department's statement of Expectations and Norms and Values (see Appendices)