

Tenure Expectations in CSD

An excellent candidate in the Department of Communication Sciences and Disorders undergoing tenure review at Augustana College will have a record of a minimum of the following accomplishments with regard to *teaching*.

At the time of tenure review, the candidate will demonstrate a record of consistent and sustained participation in a variety of teaching activities, as evidenced by *annual* engagement in the following activities:

- new course development
 - developing a new course in the major, as needed
 - developing a new course for general education, as needed
- pedagogical development
 - documented attempts to improve teaching through formal means (e.g., disciplined readings, taking short courses, etc.)
 - documented attempts to improve teaching through experimental means (e.g., applying new methods, trying new techniques, etc.)
- classroom execution
 - high course evaluations
 - ongoing improvements documented over time
 - positive evaluations from structured peer observations
 - positive interactions with students outside of the classroom
- teaching and mentoring in senior inquiry
 - working with seniors on thesis projects
 - working with seniors on research essay projects
 - incorporating students into own research projects
- advising majors
 - working with majors to select coursework across campus
 - working with majors to encourage vocational reflection
 - helping majors with decisions regarding graduate school
 - completing letters of recommendation for graduate school

An excellent candidate in the Department of Communication Sciences and Disorders undergoing tenure review at Augustana College will have a record of a minimum of the following accomplishments with regard to *professional activity*.

At the time of tenure review, the candidate will provide evidence of:

- beginning a line of research that will involve students as research assistants
- 1 peer-reviewed article based on dissertation research, when appropriate, and 1 peer-reviewed article/book chapter not culled from the dissertation research, or, 2 peer-reviewed articles/book chapters when publishing from the dissertation is not appropriate
- 3 peer-reviewed national presentations
- 3 peer-reviewed state and/or local presentations
- 1 internal or external funding application
- record of consistent and sustained participation in a variety of discipline-specific scholarly activities, as evidenced by engagement in a minimum of 1 of the following activities *per year*:
 - non-refereed article in a professional publication or on-line source
 - non-refereed invited article in a professional publication
 - publication of clinical-based book or materials
 - production of electronic materials
 - review of scholarly article or book
 - review of manuscript for a scholarly journal or academic publisher
 - participation in a field test of clinical-based materials
 - presentation to a local association
 - non-refereed presentation at a professional meeting
 - invited lecture at an institution of higher learning
 - membership in a relevant professional organization
 - serving as an organizer, presider, or discussant at a professional meeting
 - serving on a committee or board of a professional organization
 - holding elected office in a professional organization
 - election to a learned society or receipt of honor for academic distinction
 - consulting work in area of one's academic expertise
 - work with government commissions in one's area of expertise
 - evidence of disciplined reading and study for the purpose of development in one's area of expertise

An excellent candidate in the Department of Communication Sciences and Disorders undergoing tenure review at Augustana College will have an established record of the following accomplishments with regard to *service*.

At the time of tenure review, the candidate will demonstrate a record of consistent and sustained participation in a variety of *campus* service activities, as evidenced by engagement in activities such as the following, *each year*:

- serving on a college committee
- serving on faculty council
- chairing a college committee
- serving as a faculty adviser or sponsor for a student group
- serving as a first-year adviser
- participating in departmental student recruitment activities (e.g., Visit Days)
- meeting one-on-one with prospective students and majors
- participating in college-wide student recruitment activities (e.g., Honors Program interviewer)
- serving as a guest speaker for a campus organization
- preparing a proposal for an external grant for the college
- advising for departmental majors
- serving as department chair or area head
- serving as an outside reader or consultant for an Honors Capstone project

In addition, at the time of tenure review the candidate will provide evidence of participating in *public* service activities, as evidenced by engagement in activities such as the following, *each year*:

- participating in a civic/community organization
- serving as a board member of a civic/community organization
- providing uncompensated consulting work for a civic organization
- lecturing to a community group
- other worthwhile activity, as specified

Promotion Expectations in CSD

Promotion expectations in CSD are in line with those stipulated in the Faculty Handbook.

The successful candidate for promotion in CSD will meet three criteria:

- continues to show evidence of significant growth in teaching, scholarship, and service
- assumes roles of leadership within the College
- demonstrates meritorious achievement in at least one area of faculty evaluation