

Department of Cinema and Comparative Literature
Departmental Standards for Tenured Faculty Review

(Originally approved by the Department May 2004 and by the College June 2004,
amended by the Department December 2011 and approved by the College June 2012)

Faculty members appointed to CCL are expected throughout their careers to: (1) teach, advise, and mentor students at the undergraduate and graduate levels; (2) to produce and disseminate scholarly and creative work; and (3) to contribute service to the department, the College of Liberal Arts and Sciences, The University of Iowa, and the profession. This document outlines departmental standards and expectations in each of these areas, as applied to tenured faculty members during deliberations on annual merit salary increases and five-year reviews. When a tenured faculty member's work departs substantially from the written standards, specialized expectations must be formalized in a Post-tenure Allocation of Effort Agreement. CCL expectations for teaching, research and/or creative activities, and service described below are based on a demonstration by tenured faculty of sustained development and substantial growth in achievement and productivity since being appointed as associate professor.

Teaching

CCL expectations include:

1. Teaching courses at all levels of instruction, consistent in content, method, and size with the nature of the subjects offered and the mission of the unit and the College.
2. Updating courses by taking into account recent advances in the relevant fields and methods of study and/or creation.
3. Developing new courses, as warranted by changes in Film Studies, Production, and Comparative Literature degree programs, and by the evolving needs of the unit and the College.
4. Obtaining written student evaluations in every organized course and using departmental forms that reflect a positive assessment of teaching effectiveness and quality of courses.
5. Advising undergraduate students, which may include supervising or participating in undergraduate honors theses or creative projects.
6. Working on a regular basis with graduate students, including participation and/or direction of Ph.D., M.F.A., and M.A. comprehensive exams, theses, and dissertations.
7. Maintaining records of the above.
8. All faculty are expected to teach courses at all levels of instruction with student enrollment consistent with the level of the course, the nature of the subjects offered, and the needs of the Department and the College.

Scholarly and/or Creative Work

CCL expectations include:

1. Demonstrating productive scholarship and/or creative activities within the disciplines of Comparative Literature, Film Studies, and Production. Scholarly and creative work must reflect the College's standard of continued development and growth and increasing visibility. Scholarship may include published books, book

chapters, articles, and other types of original scholarly materials. Creative activities may include films, photography, videos, digital products, exhibits, or installations. Literary translations often combine scholarly and creative activity. The scholarship and/or creative activities are expected to be refereed and/or juried by peers in the field.

2. Presenting work at regional, national, and/or international conferences, festivals, screenings, and meetings, chairing and organizing panels at conferences, and/or being invited to speak at conferences, symposia, or other relevant venues.
3. Making progress toward completion of scholarly projects and pursuing fellowships, grants, and/or awards, external or internal to UI.
4. Keeping complete and accurate records of scholarly/creative production and dissemination.

Service

CCL expectations include:

1. Contributing on a regular basis to the administration of CCL's programs and discharge of its mission, except when on authorized leaves from such service.
2. Participating on University, collegiate, and/or departmental committees.
3. Providing service that reflects the College's Standard of increasing leadership and service consistent with rank and seniority.
4. Serving the profession in ways that might include a) serving regional, national and/or international professional organizations as officer, board member, committee member, panel or workshop organizer, conference organizer, or other activities that attest to one's reputation in scholarship and teaching; b) serving as an editor, editorial board member, and/or reviewer for university presses or journals; c) serving as consultant or reviewer for promotion and/or tenure reviews or departmental reviews at other universities and colleges, for funding agencies, for grant or scholarship organizations, or for other like organizations. All of the above are considered forms of professional service.
5. Contributing to community activities that reflect leadership in one's areas of teaching and professional expertise.