

Departmental Standards for Tenured Faculty Review
Department of Communication Studies
Approved by the CLAS August 30, 2012

Throughout their careers, members of the department are expected to teach, advise, and mentor students at the undergraduate and graduate levels; to produce and disseminate scholarly or creative work; and to contribute service to the department, the college, the university, and the profession. The present document identifies the departmental standards and expectations in each of these areas. These standards and expectations are to be applied to all tenured faculty members in the department during deliberations concerning annual review of tenured faculty and five-year peer reviews of tenured faculty. While they are consistent with the university and collegiate criteria for achieving tenured ranks (see, <http://clas.uiowa.edu/faculty/faculty-appointments-review-criteria-faculty-rank>), they do not replace them.

- A. Teaching. Tenured faculty members are expected to teach a range of appropriately sized classes given the nature of the topics, the level of students, the needs of the department and the College, and the classroom and teaching facilities available. Additionally, they are expected to advise and mentor undergraduate and graduate students. Indicators of effective teaching, advising, and mentoring at the undergraduate and graduate levels include all of the following:
1. Syllabi indicating that the content of courses and seminars represents the current state of knowledge in topical areas covered;
 2. Appropriately updated courses and syllabi in accordance with current scholarship in relevant fields;
 3. Development of new courses where this is warranted by developments in relevant fields and/or by the changing needs of the department, its program areas, and the College;
 4. ACE student evaluations that are typically above 4.0 (on a 6-point scale);
 5. Peer evaluations of classroom performance that reflect a positive assessment of communication skills, organization, and delivery of content;
 6. Record of mentoring undergraduate students, including service as an undergraduate honors thesis advisor or committee member;
 7. Service on graduate dissertation committees, including service as chair of dissertation committees.
- B. Scholarly/Creative Work. Tenured faculty members are expected to display evidence of continued development and growth, and increasing visibility, in ways consistent with the disciplines and/or subdisciplines represented in the department. Indicators that a faculty member has met these expectations include one or more of the following:
1. Maintenance of a publication or creative production record that reflects the faculty

member's regular and ongoing contributions to his/her area(s) or sub- area(s) of expertise (e.g., book(s) or series of refereed articles/chapters);

2. Publication contract and representative chapters for a scholarly monograph (e.g., book manuscript);
3. Refereed or invited participation in sessions at regional, national, or international conferences and meetings;
4. Invited presentation of scholarship or creative (artistic) work at other colleges, universities, learned societies, or other professional venues;
5. Acquisition of internal or external extra-departmental funding to support the faculty member's scholarly or creative work.

C. Service. Tenured faculty members are expected to display evidence of increasing leadership and service within the department, college, university, and profession consistent with rank and seniority. Indicators that a faculty member has met these expectations include one or more of the following:

1. Consistent service on departmental committees;
2. Assumption of leadership roles on departmental committees and/or as Department Executive Officer;
3. Service and/or leadership role on collegiate or university committees, councils, and task forces;
4. Service on and/or leadership role in the collegiate Faculty Assembly or the university's Faculty Senate;
5. Service and/or leadership role on committees or task forces of state, regional, national, or international professional associations;
6. Service as an elected officer in state, regional, national, or international professional organizations;
7. Service as an editor, co-editor, editorial board member, or reviewer for scholarly publications.