

## SCHOOL OF JOURNALISM AND MASS COMMUNICATION—CRITERIA FOR RANK

### ASSISTANT PROFESSOR

Completion of the doctorate or other terminal degree or comparable creative or professional achievement is required. The individual must show promise of effectiveness as a teacher and promise of scholarly or creative/professional productivity evident in publications or equivalent professional or creative work. The initial term of appointment is normally three years, with the possibility of reappointment for three years. An Assistant Professor not promoted at the end of six years or less, if a shorter term was provided for in the initial appointment, will be given a one-year terminal appointment.

### **Tenured Ranks**

### ASSOCIATE PROFESSOR

Completion of the doctorate or other terminal degree or comparable creative or professional achievement is required. Faculty members are expected to have served at the rank of assistant professor for a period of time sufficient to have established a record in the areas of teaching, of research or creative/professional work that meet the following criteria and shows unmistakable promise of promotion to full professor. The individual must show demonstrated teaching effectiveness at the undergraduate and graduate levels, including successful direction of doctoral and/or master's candidates. The individual must have national recognition for a productive program of research or creative/professional work supported by substantial, significant publication (or the equivalent) of high quality. The individual must have participated in professional and service activities in ways other than teaching and research. The individual also must have an appropriate record of service activities within the School.

Ordinarily, most faculty members in the College serve a probationary period of six years. Persons promoted from within the University to Associate Professor will ordinarily be granted tenure. Persons whose initial appointments at the University are at the rank of Associate Professor without tenure ordinarily must be granted tenure by the end of the third year. An Associate Professor not granted tenure at the end of three years ordinarily will be given a one-year terminal appointment.

### PROFESSOR

Completion of the doctorate or other terminal degree or comparable professional or creative achievement is required. Candidates for promotion to full professor are expected to have established a record since promotion to associate professor that demonstrates a pattern of sustained development and substantial growth in achievement and productivity in areas of research or creative/professional work and service. The individual must show demonstrated success in undergraduate and graduate teaching including continued successful direction of doctoral candidates to completion of their degree program where applicable. The individual must have an unmistakable national recognition and, where applicable, to have achieved international recognition for a productive program of research or creative/professional work. The individual also must have a substantial and sustained record of effective service to the School, the University and the profession.

Persons whose initial appointments at the University are at the rank of Professor without tenure ordinarily must be granted tenure by the end of the third year. A Professor not granted tenure at the end of three years ordinarily will be given a one-year terminal appointment.