

**PROMOTION: ASSISTANT TO ASSOCIATE PROFESSOR  
Department of Speech and Hearing Science**

Eligibility for Promotion (ACD 506-05)

Promotion from assistant professor to associate professor will be granted if the faculty member has successfully met established criteria. An assistant professor may apply for promotion before the final probationary year if he or she feels that the established criteria for the full probationary period have been met before the end of the period. An assistant professor whose intent is to remain at the university must apply for promotion during the sixth year of service as an assistant professor at ASU.

Criteria for Promotion (with tenure) to Associate Professor (see ACD 506-07)

A person is promoted to associate professor (with tenure) on the basis of excellent performance and the promise of continued excellence in the areas of research, scholarly activity, teaching, and service. Excellence should be shown by the establishment of an independent program of research and scholarly activity that addresses significant problems in the faculty member's area(s) of specialization. Excellence also should be demonstrated by an ability to communicate relevant and necessary content in a wide range of courses taught at all levels in the department. Finally, excellence should be shown in service to the profession, the university, and the community. Annual reviews conducted by the Department Personnel and Budget Committee during time in rank as an assistant professor will serve, in part, as evidence for quality of performance in the areas of research and other scholarly activity, teaching, and service. These annual performance reviews, in conjunction with other materials submitted for consideration of the promotion, will be evaluated as follows:

1. There should be evidence of the establishment of an independent program of research and scholarly activity (whether carried out alone or in conjunction with others) that addresses significant problems in the faculty member's area(s) of specialization. It is expected that the faculty member's research and scholarly activity will be recognized at the national level.
2. The most important evidence of an independent program of research and scholarly activity is the publication record. Other evidence includes presentations at scholarly meetings, invited lectures and workshops, the acquisition of extramural funding and, when appropriate, the establishment of a laboratory. The ultimate test shall be the intrinsic quality of the publication and funding record as determined by the department. Other evidence which may be considered includes such things as academic and/or research awards.
3. The faculty member's entire record of scholarly activity shall be considered, and the quality of this record is of paramount importance. However, a candidate for promotion shall be encouraged to select and provide copies of a small number (four) of publications and any other evidence of scholarly activity that embodies critical aspects of the research and scholarly record. These shall be read by the promotion committee members.
4. The faculty member should demonstrate a capacity for highly effective teaching and an ability to deal both with undergraduate and graduate courses. Evidence of teaching ability may consist of student evaluations and peer review by other designated faculty members in the department. This peer review will be oriented especially toward ascertaining that the structure of the course, and its content, reflect contemporary trends in the area of the discipline concerned. However, in no way is it intended that such a peer review constitute a diminution of the academic freedom of the faculty member concerned, or of that faculty member's right to select the material to be presented in class.

5. The faculty member should be able to show a record of direction of student research, including special projects and theses.
6. The faculty member should be a collegial, contributing member of the departmental, university, and professional community. This entails being able to demonstrate a level of service activity at varying levels in the university organization. Service in the community, nationally, and internationally also will be taken into consideration.

## **TENURE FOR ASSOCIATE PROFESSORS**

### **Department of Speech and Hearing Science**

#### Eligibility for Tenure (ACD 506-02)

Full-time faculty appointed at the associate professor rank have a maximum of four years in which to apply for tenure.

#### Criteria for Tenure (see ACD 506-07)

The same criteria that are applied to the promotion (with tenure) from assistant to associate professor are applied to those faculty members at the rank of associate professor who are applying for tenure. These criteria are given below.

A person is granted tenure on the basis of excellent performance and the promise of continued excellence in the areas of research, scholarly activity, teaching, and service. Excellence should be shown by the establishment of an independent program of research and scholarly activity that addresses significant problems in the faculty member's area(s) of specialization. Excellence also should be demonstrated by an ability to communicate relevant and necessary content in a wide range of courses taught at all levels in the department. Finally, excellence should be shown in service to the profession, the university, and the community. Annual reviews conducted by the Department Personnel and Budget Committee during time in rank as an untenured associate professor will serve, in part, as evidence for quality of performance in the areas of research and other scholarly activity, teaching, and service. These annual performance reviews, in conjunction with other materials submitted for consideration of the application for tenure, will be evaluated as follows:

1. There should be evidence of the establishment of an independent program of research and scholarly activity (whether carried out alone or in conjunction with others) that addresses significant problems in the faculty member's area(s) of specialization. It is expected that the faculty member's research and scholarly activity will be recognized at the national level.
2. The most important evidence of an independent program of research and scholarly activity is the publication record. Other evidence includes presentations at scholarly meetings, invited lectures and workshops, the acquisition of extramural funding and, when appropriate, the establishment of a laboratory. The ultimate test shall be the intrinsic quality of the publication and funding record as determined by the department. Other evidence which may be considered includes such things as academic and/or research awards.
3. The faculty member's entire record of scholarly activity shall be considered, and the quality of this record is of paramount importance. However, a candidate for promotion shall be encouraged to select and provide copies of a small number (four) of publications and any other evidence of scholarly activity that embodies critical aspects of the research and scholarly record. These shall be read by the promotion committee members.
4. The faculty member should demonstrate a capacity for highly effective teaching and an ability to deal both with undergraduate and graduate courses. Evidence of teaching ability may consist of student evaluations and peer review by other designated faculty members in the department. This peer review will be oriented especially toward ascertaining that the structure of the course, and its content, reflect contemporary trends in the area of the discipline concerned. However, in no way is it intended that such a peer review constitute a diminution of the academic freedom of the faculty member concerned, or of that faculty member's right to select the material to be presented in class.
5. The faculty member should be able to show a record of direction of student research, including special projects and theses.

6. The faculty member should be a collegial, contributing member of the departmental, university, and professional community. This entails being able to demonstrate a level of service activity at varying levels in the university organization. Service in the community, nationally, and internationally also will be taken into consideration.

## **TENURE FOR FULL PROFESSORS**

### **Department of Speech and Hearing Science**

#### Eligibility for Tenure (ACD 506-02)

Full-time faculty appointed at the rank of professor have a maximum of four years in which to apply for tenure.

#### Criteria for Tenure (see ACD 506-07)

The same criteria that are applied to the promotion from associate to full professor are applied to those faculty members at the rank of professor who are applying for tenure. These criteria are given below.

In order to demonstrate the qualities appropriate for tenure at the rank of full professor, it is expected that a faculty member will be able to demonstrate maturity in research, scholarly activity, teaching, and service. This maturity should be shown by a continuing record of research and scholarly activity, which, as well as revealing a process of on-going investigation into significant problems in the area of specialization, should demonstrate an ability to deal competently with theoretical problems and issues. Such maturity also will be demonstrated by an ability to integrate the faculty member's research perspectives into a wide range of courses taught at all levels in the department. Annual reviews conducted by the Departmental Personnel and Budget Committee during time in rank as full professor will serve, in part, as evidence for quality of performance in the areas of research and other scholarly activity, teaching, and service. These annual performance reviews, in conjunction with other materials submitted for consideration of the application for tenure, will be evaluated as follows:

1. There should be evidence not only of continuing activity in research and scholarship, but also of an ability to address some of the theoretical issues in the discipline. The faculty member's work should be that of a mature researcher and scholar and have had an identifiable influence on the discipline that has been recognized at the national level. It is expected that the candidate will have an established and independent program of research and scholarship, whether carried out alone or in conjunction with others.
2. The most important evidence of sustained research and scholarly activity is the publication and extramural funding record. The ultimate test shall be the intrinsic quality of the publication and funding record as determined by the department. Other evidence which may be considered includes such things as presentations at scholarly meetings, invited lectures and workshops, and academic and/or research awards.
3. The faculty member's entire record of scholarly activity shall be considered, and the quality of this record is of paramount importance. However, a candidate for promotion shall be encouraged to select and provide copies of a small number (four) of publications and any other evidence of scholarly activity that embodies critical aspects of the research and scholarly record. These shall be read by the promotion committee members.
4. The faculty member should demonstrate a capacity for highly effective teaching and an ability to deal both with undergraduate and graduate courses. Evidence of teaching ability may consist of student evaluations and peer review by other designated faculty members in the department. This peer review will be oriented especially toward ascertaining that the structure of the course, and its content, reflect contemporary trends in the area of the discipline concerned. However, in no way is it intended that such a peer review constitute a diminution of the academic freedom of the faculty member concerned, or of that faculty member's right to select the material to be presented in class.

5. The faculty member should be able to show a record of direction of student research, including special projects and theses or dissertations.
6. The faculty member should be a collegial, contributing member of the departmental, university, and professional community. This entails being able to demonstrate a level of service activity at varying levels in the university organization. Service in the community, nationally, and internationally also will be taken into consideration.