

Tenure Policy: Department of Film & Digital Media
College of Arts & Sciences
Baylor University

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This document serves as a description of expectations regarding teaching, research, service, and interpersonal relationships for candidates for tenure in the Department of Film & Digital Media.

Teaching: Professors in Film & Digital Media should nourish and develop to the highest possible levels, essential communication capacities in students they will need to function as successful professionals and servant leaders in their chosen vocations. These capacities include speaking, writing, reviewing, listening, managing the complexities of new technology, editing, and ethical choice-making so essential to a democratic state. Tenure candidates in the Department of Film & Digital Media must demonstrate excellent classroom teaching as indicated by:

- Faculty peer reviews;
- Student evaluations;
- Effectiveness shown by student performance and accomplishments, such as peer review via film festival selection or other related achievements;
- Other activities such as:
 - teaching-related activities outside the traditional classroom;
 - external or all-campus grants or awards for teaching.

Research: Tenure candidates in the Department of Film & Digital Media should demonstrate they are performing research at a level comparable to that expected at Departments of Film & Digital Media at R1 universities. In particular, they should:

- Maintain a sustained research and/or creative activity agenda;
- Produce a minimum of five Tier 1 achievements or the equivalent, at least 2 of which must be PURE Tier 1 achievements
- Faculty are encouraged to seek outside funding for their research; such efforts, if successful, will be favorably regarded (see appendix).

Service: Candidates should perform service to the department, the university and the discipline. This includes:

- Involvement in departmental service;
- Involvement in college or university service after the third year;
- Involvement in professional and community service;
- Active participation in a faith community.

Interpersonal Relationships: Candidates for tenure should display charity and courtesy towards students, colleagues and others. Members of the department will be expected to express disagreement within the boundaries of a high order of mutual respect.

University Policies and Procedures Governing Tenure: The Provost's website includes a page devoted to *Policies related to employment with Baylor*, <https://www.baylor.edu/provost/index.php?id=948441>, which contains useful links related to tenure. Specific policies regarding the tenure process are governed

by *BU-PP 704*, <https://www.baylor.edu/content/services/document.php?id=287054>. Tenure procedures, including information on tenure reviews and preparing the tenure dossier are detailed in the document *Tenure Procedures* <https://www.baylor.edu/provost/doc.php/287055.pdf>.