

**Tenure Policy: Department of Journalism
College of Arts & Sciences
Baylor University**

Revisions Approved by the Office of the Provost, May 11, 2021—James Bennighof

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

Teaching: Tenure candidates in the Department of Journalism must demonstrate excellent teaching and mentoring as indicated by:

- Student course evaluations as documentation of teaching quality;
- Faculty peer reviews of teaching, interaction with and mentoring of students;
- Graduate school acceptance rates with the faculty member serving as a mentor;
- Enumeration of jobs and internships held by students following classes/mentoring with the faculty member;
- Evidence of helping students hone their critical thinking, research and writing skills;
 - Journal publications, undergraduate/graduate research, conference research paper submissions and acceptance rates
 - Publications in periodicals such as newspaper, magazine, online websites of research by students after taking course(s) with the faculty member
- Evidence of achievement and professional growth in teaching might also include teaching awards, teaching article/grants, development of new courses/curriculum, letters from students, and evidence of successful student job/internship placement and publications:

Research: Tenure candidates in the Department of Journalism should demonstrate they are performing research at a level comparable to that expected at Departments of Journalism at R1 universities.

- Tenure candidates should demonstrate excellent performance in scholarship by successful performance of:
 - Eight or more papers published in international or national level journals, and ten or more peer-reviewed conference presentations;
 - Seven or more juried exhibitions of a national or international scope;
 - A scholarly book with a reputable publisher or a letter of acceptance/contract for publication; and two papers published in international or national level journals; or
 - Twenty or more substantial publications of professional work (national or international level) and three peer-reviewed articles or conference presentations;

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

- Involvement in departmental, college, and university service;
- Active membership in a local faith community; and

- Mentoring to students on university, church, or community committees/organizations.

Interpersonal Relationships: Candidates for tenure should display the highest sense of professionalism, integrity, and collegiality in their interactions with students, colleagues and other members of the university community.

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>