

## Tenure Expectations in CSD

An excellent candidate in the Communication Sciences and Disorders Department undergoing tenure review at Augustana College will have a record of a minimum of the following accomplishments with regard to *teaching*.

At the time of tenure review, the candidate will demonstrate a record of consistent and sustained participation in a variety of teaching activities, as evidenced by *annual* engagement in the following activities:

- classroom execution
  - creates an inclusive, student-centered educational experience for all students
    - includes a DEI statement in course syllabi
  - coursework meaningfully incorporates DEI in class activities, discussions, and experiences
  - high ratings on course evaluations
  - assesses student learning in clinical and classroom settings in objective, reflective, and measurable ways
  - ongoing improvements documented over time
  - positive evaluations from formal and informal peer observations
  - positive interactions with students outside of the classroom
- pedagogical development
  - documented attempts to improve teaching through formal means (e.g., disciplined readings, taking short courses, participating in workshops, etc.)
  - documented attempts to improve teaching through experimental means (e.g., applying new methods, trying new techniques, etc.); infusing DEI into coursework; incorporating principles of Universal Design for Learning
- new graduate or undergraduate course development, as applicable
  - developing a new course in the CSD major or MS-SLP program, as needed
  - developing a new course for general education, as needed
  - course syllabi include a DEI statement
- teaching and mentoring in senior inquiry, as applicable
  - working with seniors on thesis projects
  - working with seniors on research essay projects
  - incorporating students into own research projects

An excellent candidate in the Department of Communication Sciences and Disorders undergoing tenure review at Augustana College will have a record of a minimum of the following accomplishments with regard to *professional activity*.

At the time of tenure review, the candidate will provide evidence of:

- beginning a line of research that will involve students as research assistants
- 1 peer-reviewed article based on dissertation research, when appropriate, and 1 peer-reviewed article/book chapter not culled from the dissertation research, or, 2 peer-reviewed articles/book chapters when publishing from the dissertation is not appropriate
- 3 peer-reviewed national presentations
- 3 peer-reviewed state and/or local presentations
- 1 internal or external funding application
- a commitment to DEI incorporated through professional activity (forms of diversity may include race, ethnicity, gender, disability, socio-economic status)
- record of consistent and sustained participation in a variety of discipline-specific scholarly activities, as evidenced by engagement in a minimum of 1 of the following activities *per year*:
  - non-refereed article in a professional publication or on-line source
  - non-refereed invited article in a professional publication
  - publication of clinical-based book or materials
  - production of electronic materials
  - review of scholarly article or book
  - review of manuscript for a scholarly journal or academic publisher
  - participation in a field test of clinical-based materials
  - presentation to a local association
  - non-refereed presentation at a professional meeting
  - invited lecture at an institution of higher learning
  - membership in a relevant professional organization
  - serving as an organizer, presider, or discussant at a professional meeting
  - serving on a committee or board of a professional organization
  - holding elected office in a professional organization
  - election to a learned society or receipt of honor for academic distinction
  - consulting work in area of one's academic expertise
  - work with government commissions in one's area of expertise
  - evidence of disciplined reading and study for the purpose of development in one's area of expertise

An excellent candidate in the Department of Communication Sciences and Disorders undergoing tenure review at Augustana College will have an established record of the following accomplishments with regard to *service*.

At the time of tenure review, the candidate will demonstrate a record of consistent and sustained participation in a variety of *campus* service activities, as evidenced by engagement in activities such as the following, *each year*:

- serving on the CSD Department's recruitment or advising committee
  - recruitment
    - promoting equitable, fair, and inclusive practices in student recruitment
  - advising
    - working with CSD undergraduate students to select major and general education coursework
    - working with graduate and undergraduate students to encourage vocational reflection
    - helping undergraduate students with decisions regarding graduate school
    - helping graduate students with post-graduation vocational, professional, or continuing education decisions
    - completing letters of recommendation for graduate school for CSD undergraduate majors
    - completing letters of recommendation for post-graduation employment or continuing education for graduate students
- serving on a college committee or an additional CSD committee (e.g., undergraduate CSD assessment committee, graduate assessment committee)
- serving on faculty council
- chairing a college committee
- serving as a faculty advisor or sponsor for a student group
- serving as a first-year advisor
- participating in departmental student recruitment activities (e.g., Visit Days or Scholarship Competitions, or in-person or virtual MS-SLP recruitment sessions)
- meeting one-on-one with prospective undergraduate or graduate students
- participating in college-wide student recruitment activities (e.g., Honors Program interviewer)
- serving as a guest speaker for a campus organization
- preparing a proposal for an external grant for the college
- serving as department chair or area head
- working with under-served and/or under-represented populations

A commitment to DEI will be expressed across service experiences.

In addition, at the time of tenure review the candidate, if they so choose, may provide evidence of participating in *public* service activities, as evidenced by engagement in activities such as the following, *each year*:

- participating in a civic/community organization
- serving as a board member of a civic/community organization
- providing uncompensated consulting work for a civic organization
- lecturing to a community group
- other worthwhile activity, as specified

## Promotion Expectations in CSD

Promotion expectations in CSD are in line with those stipulated in the Faculty Handbook.

The successful candidate for promotion in CSD will meet three criteria:

- continues to show evidence of significant growth in teaching, scholarship, and service
- assumes roles of leadership within the College
- demonstrates meritorious achievement in at least one area of faculty evaluation

The candidate for promotion will demonstrate a commitment to promoting diversity and fostering inclusion throughout their teaching, scholarship, and service practices.