JM&C Tenure Standards
Revised 12/21/16

Department of Journalism, Media & Computing
Rank and Tenure Guidelines

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In the varied fields that comprise the Department of Journalism, Media & Computing, types of scholarly activity worthy of recognition vary greatly, from traditional refereed journal articles and books to artist residencies and having work accepted in juried shows. However all tenure and promotion applicants must demonstrate an element of peer review for a significant number of their works. In addition they must show evidence of a sustainable research trajectory that is of high quality and of sufficient quantity to merit tenure and/or promotion. Furthermore there must be evidence of ongoing scholarly activity including such things a membership in professional organizations, conference attendance, panel and/or conference talks, seminar presentations, art exhibits and the like. The specifics may vary from field to field; the constants for all fields are peer review, sufficient quantity, high quality and ongoing work.

Scholarship

1. Besides the traditional and important scholarly work in peer-reviewed journals or books, the Department recognizes significant professional achievements such as publishing in recognized professional magazines and/or websites, writing a book, institutional or business purchase of art, public art, exhibitions, residencies or fellowships, high level professional consulting, presentations to significant community or business groups etc. as a form of scholarship because they are based on professional peer recognition of excellence.

2. Candidates seeking such recognition will be required to explain how their achievements represent a form of peer recognition of achievement to replace the more traditional peer review, juried shows etc.

3. Work in professional media or software development is recognized as a form of scholarship but of somewhat lower significance than peer-reviewed publications/juried shows, books or special projects involving professional peer review.

Service

1. The JMC Department places its highest service value on ongoing supervision of student projects, supervision of advertising campaigns, student research and the like because they are integrated with teaching and involve time over extended periods.
2. The Department gives special service weight to making major professional contributions to promoting the department and upgrading student projects.

Teaching
1. Candidates will average at least a 3.5 in teaching evaluations for all courses over a period of years.
2. Candidates will demonstrate professional competence in the fields in which they teach
3. Candidates will serve as professional role models for their students

See specifics for each discipline below these guidelines.

Achievement of Tenure
Successful candidates for tenure will minimally complete 1 to 2 scholarly papers and/or projects, depending on the discipline, with an understanding that the work will come be peer-reviewed journal articles, conference papers, presentations, books, book chapters, professional work, and professional/creative projects aligned with the candidate's research trajectory and/or aligned with the scholarship of teaching/learning.

Achievement of Rank (Associate Professor) AND Tenure
Successful candidates for tenure and promotion to associate professor will minimally complete 3 to 5 scholarly papers and/or projects, with an understanding some of that work will come from peer-reviewed journal articles and conference papers, but may also include presentations, books, book chapters, professional work, and professional/creative projects aligned with the candidate's research trajectory and/or aligned with the scholarship of teaching/learning.

Achievement of Rank to Full Professor
Successful candidates for promotion to full professor will minimally complete 4 to 6 scholarly papers and/or projects on top of the scholarship already completed to achieve rank of associate professor. Candidate has an understanding that some of that work will come from peer-reviewed journal articles and conference papers, but may also include presentations, books, book chapters, professional work, and professional/creative projects aligned with the candidate's research trajectory and/or aligned with the scholarship of teaching/learning.

Additionally, candidates wishing to achieve the rank of full professor must show leadership at the department, college, or university level, and/or demonstrate leadership in local, state, national, or international organizations or with professional memberships or organizations, aligned with their research trajectory, academic

discipline, or Jesuit/Ignatian pedagogy.

SPECIFICS FOR EACH AREA'S SCHOLARSHIP

JOURNALISM: News, Advertising & Public Relations
The specifics for Journalism are covered in the guidelines above. In addition, sole authorship is expected on at least one publicaiton, in order to clearly establish the candidate's ability to initiate and conduct his/her research. In collaborative work, the candidates should identify the percentage of their total contribution to the work to ensure a substantive role.

MEDIA: Graphic Design & Multi-Media
Artists and designers may create many kinds of work including but not limited to 3D design/animation/printing, public art, exhibitions, commissions, residencies/fellowships, graphic design, website development, motion, video, & film. Creation can include art direction and/or full creation.

EXHIBITIONS   *Ranked in Order of Importance*
Depending on the type of work created, exhibitions can be in a physical space or work can be juried into shows online

1. Solo Exhibitions by Invitation
2. 2 or 3 person exhibitions by Invite or Jury
3. Juried exhibitions

1. Out of USA
2. USA – non regional
3. Regional
4. Local

PUBLIC ART
Public Art can be a wide variety, from murals to video installations in public spaces
Work that has had a component of peer review or accepted by a committee is ranked higher than works done by the artist of their own volition

PUBLISHED DESIGN & MEDIA WORK
Published (online or print or other means) client work can include graphic design for print or web, motion, video, film

ARTIST RESIDENCIES/FELLOWSHIPS *Ranked in Order of Importance*
1. By Invite
2. Juried Into Residency/Fellowship
3. Stipend given by organization
4. No stipend given by organization

5. Artist has to pay organization

COMPUTER SCIENCE & INFORMATICS: Computer Science & Digital Development
Scholarly activities in computer science can take a variety of forms, including but not limited to the following:

Book
Book chapter
Journal article
Conference article/presentation
Refereed abstract/poster
Invited speaker/panelist
Workshop organizer/presenter

Non-refereed activities that result have impact on the academic or professional community (software, online curriculum, or popular blogs) may also be counted, but of lower significance than peer-reviewed activities.

The scholarly impact of computer science conferences and journals can vary considerably. Some conferences are more selective and more influential than many journals, while other conferences have only minimal scholarly impact. Therefore, it is essential to examine the quality of journal articles and conference papers as opposed to just the quantity. Several factors must be taken into account when assessing the quality of a conference or journal, including overall reputation, acceptance rate, citation rate, international vs. national vs. regional appeal, and attendee/subscriber scope. The selectivity of a conference or journal, as well as the level of editorial review, can also help to assess overall scholarly quality. For example, a conference with 25% acceptance rate and extensive peer review should be viewed more favorably than a journal with a 90% acceptance rate and minimal review. Since the goal of publication is to disseminate scholarly work, evidence such as citation rate for a journal or number of attendees at a conference may also be considered.

In addition, sole authorship is expected on some publications, in order to clearly establish the candidate's ability to initiate and conduct his/her research. In the case of collaborative work, the candidate should identify the percentage of their total contribution to the work to ensure a substantive role.