



<b>College</b>	<b>College of Health Solutions</b>	
<b>Unit</b>	<b>Department of Speech and Hearing Science</b>	
<b>Document</b>	<b>Promotion to Full Professor</b>	
<b>Approved by the faculty</b>		<b>Date:</b>
<b>Reviewed by the dean</b>		<b>Date:</b>

**Provost office approval**

<b>Deborah Clarke, Vice Provost for Academic Personnel</b>	<b>Date</b>

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**PROMOTION TO FULL PROFESSOR**  
**Department of Speech and Hearing Science**  
(5/11/93)

In order to demonstrate the qualities appropriate for promotion to 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 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 promotion, 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.