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;
  - 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](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](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).