


GRADUATE FACULTY APPOINTMENT AND REAPPOINTMENT
CRITERIA AND STANDARDS
DEPARTMENT OF COMMUNICATION DISORDERS

Department Approval

Date approved by the Department: May 3, 2010

Rebekah H. Pindzola, Department Chair: Signature: 

College Approval (if applicable)

Date approved by the College: _____

Anne-Katrin Gramberg, Dean: Signature: 

Graduate School Approval

Date approved by the Graduate Council: _____

George T. Flowers, Dean, Graduate School: Signature: _____

I. LEVELS OF MEMBERSHIP

The department recognizes three levels of membership on the Graduate Faculty

Level 0 This level is for clinical faculty and academic faculty not qualifying for higher levels. The faculty member, whether clinical or academic, may teach courses at the 7000 or 8000 level. Additionally, they may supervise graduate students in clinical practicum and may serve on master's thesis committees if the project involves their area of expertise. Only one member of a thesis committee can be at level 0. Level 0 faculty may not direct or co-direct master's theses.

Level 1 This level is for academic, tenure track faculty. The faculty member may teach courses at the 7000 or 8000 level and may serve on master's thesis and doctoral dissertation committees. Level 1 faculty may direct master's theses but not doctoral dissertations.

Level 1A This level is designed for faculty members, who are full-time administrators, and originally held Level 1 membership upon accepting an administrative appointment. The faculty member may participate in all the activities delineated for Level 1, except for the direction of master's theses. Exceptions are permitted upon approval by the Dean of the Graduate School.

Level 2 This level is for academic, tenure track faculty who exhibit an exemplary level of scholarship. The faculty member may teach courses at the 7000 or 8000 level and may serve on master's thesis and doctoral dissertation committees. Level 2 faculty members may direct master's thesis and doctoral dissertations.

Level 2A This level is designed for faculty members, who are full-time administrators, and originally held Level 2 membership upon accepting an administrative appointment. The faculty member may participate in all the activities delineated for Level 2, except for the direction of doctoral dissertations. Exceptions are permitted upon approval by the Dean of the Graduate School.

II. CRITERIA AND STANDARDS

Level 0

Initial Appointment

A. A master's or doctoral degree in Speech-Language Pathology, Audiology, Speech and Hearing Science, or a related field, certification by the American Speech-Language-Hearing Association, and State Licensure in the area of expertise (Speech-Language Pathology or Audiology).

B. Faculty appointment at the rank of instructor, clinical assistant professor, or higher.

Reappointment of clinical faculty

_____A. Prior service at level 0 or higher

B. During the term of prior appointment the candidate has contributed significantly to the graduate program by maintaining acceptable levels of quality (standard or higher average of annual assessments) in clinical supervision and teaching as reflected by student and peer evaluations.

Reappointment of academic faculty

_____A. Prior service at level 0 or higher

B. During the term of prior appointment the candidate has contributed to the graduate program **through activities listed in table 1 for less than 10 point values.**

Level 1

Initial appointment

A. The candidate should hold a doctoral degree in Speech-Language Pathology, Audiology, Speech and Hearing Science, or a related field.

B. The candidate must hold the rank of assistant professor, clinical assistant professor, or above.

Reappointment

A. The candidate should have been involved in teaching courses at the 7000 or 8000 level.

B. The candidate must demonstrate significant professional scholarly activity. There are several ways by which a faculty member may demonstrate significant scholarly productivity. In order to provide CMDS faculty with reasonable flexibility in their scholarly activities, reappointment to level 1 of the graduate faculty may be achieved by **any combination of activities listed in Table 1, with a cumulative value of 10 points or greater.**

Level 1A

Initial Appointment

_____The candidate desires this administrative level and occupies a full-time administrative position at the University.

Reappointment

_____The candidate desires this administrative level and occupies a full-time administrative position at the University.

Level 2

Initial appointment

A. The candidate should hold a doctoral degree in Speech-Language Pathology, Audiology, Speech and Hearing Science, or a related field.

B. The candidate must hold the rank of assistant professor or above.

C. The candidate should have been involved in teaching courses at the 7000 or 8000 level.

Reappointment

A. The candidate should have been involved in teaching courses at the 7000 or 8000 level.

B. There are several ways by which a faculty member may demonstrate significant scholarly productivity. In order to provide CMDS faculty with reasonable flexibility in their scholarly activities, reappointment to level 2 of the graduate faculty may be achieved by **any combination of activities listed in Table 1, with a cumulative value of 25 points or greater.**

Level 2A

Initial Appointment

The candidate desires this administrative level and occupies a full-time administrative position at the University.

Reappointment

The candidate desires this administrative level and occupies a full-time administrative position at the University.

Table 1. Activities and values used to assess reappointment to the Graduate Faculty in CMDS

Activity	Value
Publication of a book relevant for professional practice (only to be counted once when accumulating points during the time period under consideration for point classification and will usually be based on the submission of a completed manuscript fulfilling a book contract)	5
Obtaining major extramural funding (>\$50,000)	4
Publishing a research article in a refereed journal	3
Obtaining minor extramural funding (from prestigious foundations and/or amounts of \$10,000-\$50,000)	3
Writing a chapter in a book in the discipline area	2
Presenting a refereed paper at a national or international meeting of a scholarly or professional organization	2

Obtaining intramural funding for a graduate teaching (e.g. Breeden Endowment for Faculty Enhancement) or a research project	2
Submitting an article length manuscript to a refereed scholarly or professional journal	1
Publishing an article in a regional, state, or non-refereed publication	1
Invited non-refereed presentation to a scholarly or professional organization	1
At the discretion of the Department Chair, other activities that reflect the applicant's contribution to graduate education may be added at a point value determined by the chair.	

III. TERMS OF APPOINTMENT

LEVEL 0: The term of appointment is seven years.

LEVEL 1: The term of appointment is seven years. Those appointed to Level 1 may be nominated for Level 2 status at any time. Those serving at Level 1 can be nominated for reappointment at Level 1 or Level 0 during the last 6 months of the current term.

Level 1A The term of appointment shall be from the initial appointment until up to four years after the candidate has stepped down from a full-time administrative position and has returned to the departmental faculty. Application should be made at the time of initial appointment to the administrative position.

LEVEL 2: The term of appointment is seven years. Those serving at Level 2 can be nominated for reappointment at Level 1 or Level 2 during the last 6 months of the current term.

LEVEL 2A: The term of appointment shall be from the initial appointment until up to four years after the candidate has stepped down from a full-time administrative position and has returned to the departmental faculty. Application should be made at the time of initial appointment to the administrative position.

IV. PROCEDURES FOR NOMINATION: INITIAL APPOINTMENT AND REAPPOINTMENT

LEVEL 0

A. Initial Appointment

The Department Head shall notify candidates to apply for initial appointment. Information to be supplied by the candidate includes the current curriculum vitae. The Department Head will submit application materials to the Graduate School for action by the Dean of the Graduate School.

B. Reappointment

The Department Head shall notify candidates to apply for reappointment. Information to be supplied by the candidate includes the current curriculum vitae. The Department Head will submit application materials to the Graduate School for action by the Dean of the Graduate School.

LEVEL 1

A. Initial Appointment

The Department Head shall notify candidates to apply for initial appointment. Application should be made via the Graduate Faculty Approval System (GFAST) on the Graduate School website. Information to be supplied by the candidate includes the current curriculum vitae. The Department Head will be notified of the application.

B. Reappointment

The Department Head shall notify candidates to apply for reappointment. Application should be made via the Graduate Faculty Approval System (GFAST) on the Graduate School website. Information to be supplied by the candidate includes the current curriculum vitae. The Department Head will be notified of the application. For reappointment, application material will be made available to all Level 2 faculty. Input will be solicited from Level 2 faculty and a vote taken. The nominee shall have the support of the majority of the current Level 2 faculty in the department. Approval or rejection will be submitted to the Graduate School for action by the Dean of the Graduate School.

LEVEL 1A

A. Initial Appointment

Appointment is automatic at the discretion of the candidate. The candidate notifies the Dean of the Graduate School.

B. Reappointment

Reappointment is automatic at the discretion of the candidate. The candidate notifies the Dean of the Graduate School.

C. Reappointment to Level 1

The candidate may serve for a maximum of four years at Level 1A after stepping down from an administrative appointment. Candidates applying for reappointment at Level 1 will show evidence of contributions to the graduate program and a record of scholarly productivity comparable to peers over a similar four-year period.

LEVEL 2

A. Initial Appointment

The Department Head shall notify candidates to apply for appointment. Application should be made via the Graduate Faculty Approval System (GFAST) on the Graduate School website. Information to be supplied by the candidate includes the current curriculum vitae. The Department Head will be notified of the application.

B. Reappointment

The Department Head shall notify candidates to apply for reappointment. Application should be made via the Graduate Faculty Approval System (GFAST) on the Graduate School website. Information to be supplied by the candidate includes the current curriculum vitae. The Department Head will be notified of the application. Material will be available to all Level 2 faculty. Input will be solicited from Level 2 faculty and a vote taken. The nominee shall have the support of the majority of the current Level 2 faculty in the department. Approval or rejection will be submitted to the Graduate School for action by the Dean of the Graduate School.

LEVEL 2 A

A. Initial Appointment

Appointment is automatic at the discretion of the candidate. The candidate notifies the Dean of the Graduate School.

B. Reappointment

Reappointment is automatic at the discretion of the candidate. The candidate notifies the Dean of the Graduate School.

C. Reappointment to Level 2

The candidate may serve for a maximum of four years at Level 2A after stepping down from an administrative appointment. Candidates applying for reappointment at Level 2 will show evidence of contributions to the graduate program and a record of scholarly productivity comparable to peers over a similar four-year period.

V. APPEALS PROCESS

Those denied appointment or reappointment to the Graduate Faculty at Level 0, 1, or Level 2 may appeal by letter to the Dean of the Graduate School. The letter shall have the approval of the department head/chair and the academic dean and shall detail reasons for the appeal. Appeals, based on procedural irregularity, will be reviewed by the Credentials Committee.