

**Tenure and Promotion Policy
School of Communication
Proposed Fall 2021/updated and revised Spring 2023**

I. Introduction

- A. The School of Communication operates under the general guidelines of the College of Communication, Fine Arts and Media (CFAM), University of Nebraska Board of Regents (UNBOR) and the University of Nebraska at Omaha (UNO). In addition,

C. [University of Nebraska at Omaha](#)

D. [UNO American Association](#)

(see section 3.5)

[College of Communication, Fine Arts and Media](#)

full-time faculty are members of the UNO American Association of University

Professors (AAUP) practicing unit and holding full-time positions at UNO.

8. These members who also serve as representatives on the CEAM Personnel

Committee take part in the review and deliberation but must state where

... ..

5. Past recommendations from the School of Communication faculty, the Director,

[Redacted content]

6. Details of research, scholarship and/or creative activities such as the review process, acceptance rate, impact factor, competitively selected, invited, reviews or citations of the work, impact of the work on the discipline and/or other

[Redacted content]

communities. Awards or other recognition for the work, the scope of the dissemination of the work, testimony from experts about the work, etc. may also be included.

7. As per the Board of Regents for the University of Nebraska System below: "The

[Redacted content]

request a revote.

D. To cast a vote, Committee members are expected to review the materials

B. Because the College of Communications and Advanced Medicine places emphasis on

both teaching and research/creative activity, and values service, these CFAM RPT guidelines further stipulate the following: If the area of outstanding performance is research/creative activity, teaching must be judged above average or outstanding; and if the area of outstanding performance is teaching, and the person has had regular research/creative activity assignments, the faculty member must be judged above average or outstanding in research/creative activity. In addition, the faculty member must be judged at least average overall in service.

C. As per CFAM policy: As a teacher, the candidate for tenure must

demonstrate teaching effectiveness by student evaluation

technology in the classroom, course redesign, incorporating community engagement, etc.

f. Participation in curriculum development, curriculum review, and curriculum improvement including program assessment, new course proposals, etc.

g. Mentoring students in scholarship and educational opportunities such

as organizing Independent Studies, Honors projects, thesis, and

submitting work to research conferences

h. Teaching, mentoring, or other activities or initiatives that promote

diversity, equity, access, or inclusion in support of UNO's value of

public or mediated presentation of the created work. Projects must reflect original research. Examples might include but are not limited to substantive collaboration on a documentary, developing a photo exhibit, creating a public archive, or developing a digital storytelling platform. To be considered under this category, items must demonstrate their value in the potential to increase knowledge,

that is relevant to our discipline. Vanity projects that do not have an external editorial review process are not acceptable

1. Research/Scholarship/Creative Activity (these are not listed in order of priority)

- a. Authorship of a book(s) based on original research published through a peer-review process. If the book(s) are published under an organization's name rather than the faculty author's name, the faculty must provide evidence of authorship. Scholarly publishing houses are preferable, yet the publisher's quality and reputation are considered.
- b. Authorship of a chapter(s) in an edited book based on original research published through a peer-review process.
- c. Authorship of an article(s) in a peer reviewed journal of national or international reputation based on original research.
- d. Authorship of scholarly monographs that appear as technical publications of government agencies or cultural institutions that have a national or international significance.

Significant citation of the candidate's work in scholarly literature

[Redacted]

[Redacted]

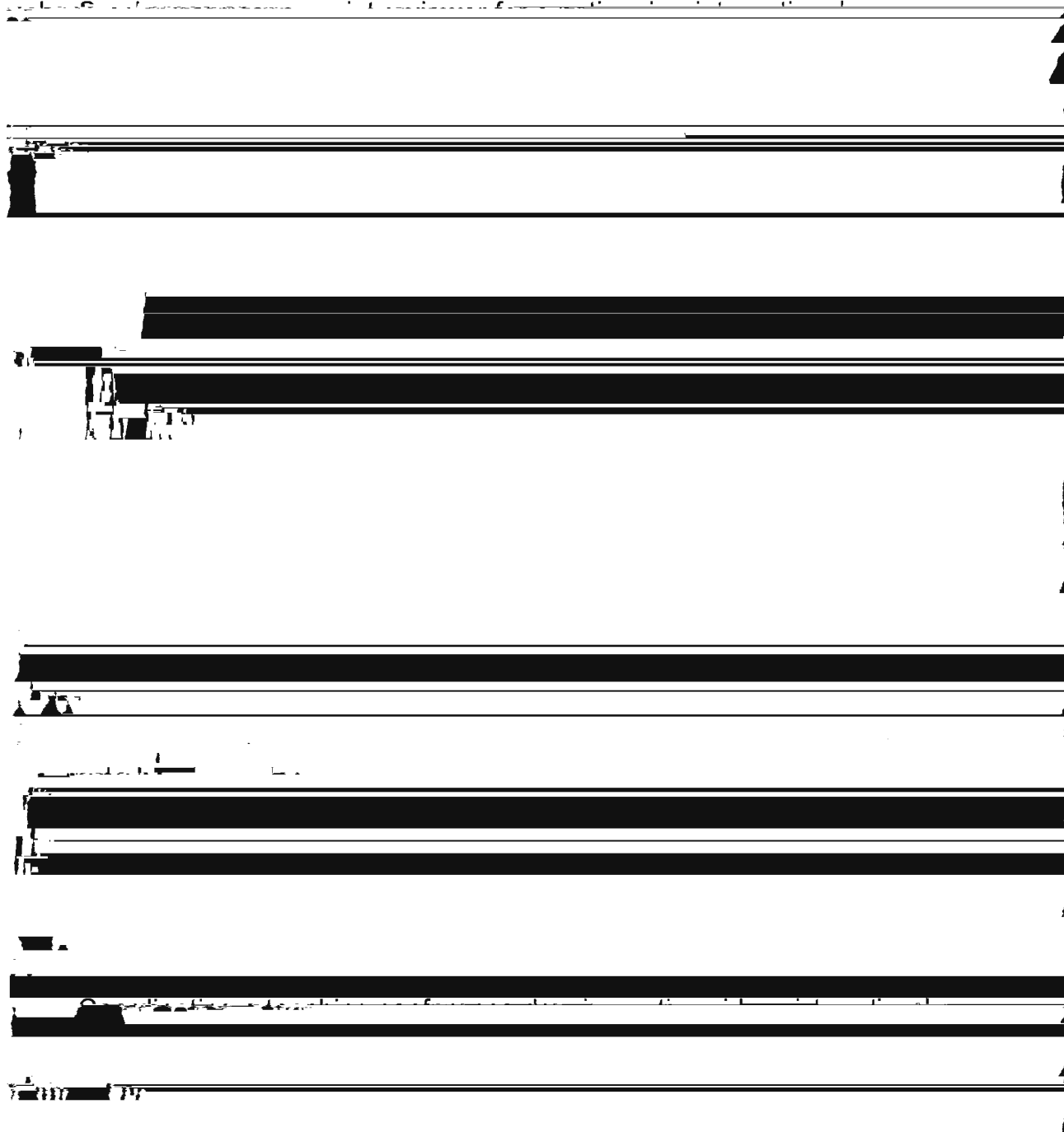
f. External grants and awards

g. Development of creative works that have been reviewed and accepted as

institutions

f. Obtaining external national grants pertaining to teaching

g. Serving on editorial boards of peer-reviewed national or international teaching-related journals.



publications

Organizations related to higher education instruction such as the National

Society for Experimental Education, the Lilly Conference, High Impact

Practices, etc.

- i. Local and regional organizations related to the faculty members' expertise such as The Omaha Press Club and Nebraska Broadcasters Association

Name of Candidate _____

~~Outstanding~~ ~~Above Average~~ ~~Average~~ ~~Below Average~~

Teaching

Research/
Creative Activity

Service
Inside University

Outside University

After consideration of teaching, research and service ratings, recommendation for:

Reappointment	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Tenure	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Promotion	<input type="checkbox"/> YES	<input type="checkbox"/> NO

Proposed by the School of Communication, RPT Committee: April 10, 2023



Heather Hundley, Director
School of Communication

4-10-23

4/17/2023

Michael Hilt,
College of Communication, Fine Arts, and Media

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Phil He, Director or Vice Chancellor
Academic Affairs