

**Texas Woman's University**  
**The Department of Communication Sciences and Disorders**  
**College of Health Sciences**  
**Tenure and Promotion Criteria**

The Department of Communication Sciences and Disorders grants an undergraduate degree in communication sciences and graduate degrees in Speech Language Pathology (SLP) and Education of the Deaf (ED). The faculty within the department must meet the professional requirements of these programs including maintenance of professional certification and licensure (SLP), or teacher certification (ED). The programs for the two graduate degrees adhere to all standards of the professional accreditation agencies. Faculty members are expected to demonstrate excellence in teaching, in scholarly and other creative activities, and in service to the university, the professions, and the community.

The faculty in the department teach in varied capacities, including clinical teaching only, academic teaching only, or a combination of the two. The department has delineated separate requirements for those who are clinical faculty and tenure track faculty.

**GENERAL CRITERIA THAT APPLY TO ALL FACULTY**

1. Appointment to the faculty will include the requirement for a master's degree in Speech Language Pathology or Special Education/Education of the Deaf and current licensure (SLP and ED) and certification (SLP). Under certain circumstances these requirements may be waived for specialists teaching basic science content in related fields.
2. For tenure track appointments, candidates must hold an earned academic doctorate in speech language pathology, education of the deaf or a related field. These related fields include but are not limited to family systems, clinical psychology, special education, clinical neuroscience, rehabilitation science, speech science, audiology, educational technology, education, or linguistics. A doctoral candidate may be considered for temporary appointment as a visiting faculty member.
3. Faculty members seeking promotion at all levels of either the tenure track or clinical tract will meet or exceed minimal standards in teaching, scholarship, and service.
4. Faculty members will be responsible for providing evidence of merit for promotion and/or tenure. The faculty member must submit all required documents to the departmental peer review committee (PRC) according to the University Guidelines and the Calendar for Promotion and Tenure.
5. A candidate for promotion and/or tenure will submit a portfolio that follows the University Guidelines for Promotion and/or Tenure set forth by the University.

6. The departmental PRC will consider the goals and priorities of the candidate when making recommendations for promotion and/or tenure to the program administrator (Departmental Chairperson).
7. Clinical track faculty members may be eligible for promotion but not for tenure.

### **GENERAL CRITERIA FOR TENURE**

Full-time faculty members of The Department of Communication Sciences and Disorders may be granted tenure upon the recommendation of the Chancellor to The Board of Regents of Texas Woman's University based on the following minimum criteria:

1. The candidate must have an academic doctoral degree as specified above.
2. If seeking both promotion and tenure, the candidate must meet the requirements for promotion to Associate Professor or Professor in order to receive tenure.
3. If seeking tenure at the current rank, the candidate must meet the requirements for the current rank as described in the promotion section.
4. The candidate must evidence collegiality within the department as demonstrated by the ability to share ideas, work cooperatively and participate in shared decision making with: (a) faculty in departmental meetings and committees, (b) committee members for advising and research and (c) other faculty. This implies that the faculty members willingly provide professional support to other faculty members as they carry out their work and develop themselves professionally.

**TEXAS WOMAN'S UNIVERSITY**  
**Promotion and Tenure Requirements for Tenure Track Faculty**  
**University and Department of Communication Sciences and Disorders Standards for Teaching**

<b>University Standards – Tenure Track Faculty Teaching Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ul style="list-style-type: none"> <li>➤ Candidate must have demonstrated capability and desire for excellence in teaching.</li> </ul>	<p style="margin-left: 20px;">Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Demonstrate excellence in all aspects of teaching;</li> <li>➤ Participate effectively in course development and evaluation;</li> <li>➤ Obtain membership on the Graduate Faculty in components with graduate programs.</li> </ul>	<p style="margin-left: 20px;">Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Demonstrate excellence in all aspects of teaching;</li> <li>➤ Demonstrate leadership in the development of academic programs;</li> <li>➤ Maintain full membership on the Graduate Faculty, in components with graduate programs;</li> <li>➤ Serve as a resource to other faculty.</li> </ul>

<b>Department of Communication Sciences and Disorders Criteria – Tenure Track Faculty Teaching Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor/Tenure</b>	<b>Professor</b>
<p style="margin-left: 20px;">Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Demonstrate capability and desire for excellence in teaching, as exemplified by: <ul style="list-style-type: none"> <li>▪ Curriculum vitae</li> <li>▪ References or student evaluations</li> <li>▪ Demonstrated expertise in selected content areas</li> </ul> </li> </ul>	<p style="margin-left: 20px;">Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Demonstrate excellence in all aspects of teaching as exemplified by: <ul style="list-style-type: none"> <li>▪ Student and peer evaluations</li> <li>▪ Letters of support from colleagues</li> <li>▪ Documentation of utilization of innovative and efficacious teaching methods</li> </ul> </li> <li>➤ Participate effectively in course development and evaluation by: <ul style="list-style-type: none"> <li>▪ Development and/or significant revision of courses</li> <li>▪ Use of electronic technology systems to enhance delivery of content</li> <li>▪ Inclusion of current professional trends &amp; issues in courses</li> </ul> </li> <li>➤ Obtain and maintain full membership on the Graduate Faculty</li> </ul>	<p style="margin-left: 20px;">Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Demonstrate excellence in all aspects of teaching as exemplified by: <ul style="list-style-type: none"> <li>▪ Course evaluations reflecting excellence in teaching</li> <li>▪ Documentation of utilization of innovative and efficacious teaching methods</li> <li>▪ Documentation that courses are regularly updated to reflect current research and professional issues</li> </ul> </li> <li>➤ Demonstrate leadership in the development of academic programs by: <ul style="list-style-type: none"> <li>▪ Participation in development, evaluation, and modification of curriculum</li> <li>▪ Participation in leadership of components of the academic program (e.g. Stroke Center, TETN, Clinics, Program Directors)</li> </ul> </li> <li>➤ Maintain full membership on the Graduate Faculty</li> <li>➤ Serve as a resource to other faculty as evidenced by: <ul style="list-style-type: none"> <li>▪ Mentoring junior faculty or partnerships in teaching, research or other academic endeavors</li> </ul> </li> </ul>

**TEXAS WOMAN'S UNIVERSITY**

**Promotion and Tenure Requirements for Tenure Track Faculty**

**University and Department of Communication Sciences and Disorders Standards for Scholarship & Other Creative Activities**

<b>University Standards – Tenure Track Faculty Scholarship and Other Creative Activities</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ul style="list-style-type: none"> <li>➤ Candidate should demonstrate a current capability and desire for excellence in scholarship as well as potential for significant accomplishments in this area.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Demonstrate excellence in research and creative activities;</li> <li>➤ Share the results of the scholarly work in peer reviewed forums;</li> <li>➤ Seek internal or external funding as appropriate to the field.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Document a program of research and/or creative activities;</li> <li>➤ Serve as a research/creative mentor to colleagues/graduate students;</li> <li>➤ Seek and/or secure internal or external funding, as appropriate to the field;</li> <li>➤ Disseminate the results of scholarly work in peer reviewed forums.</li> </ul>

<b>Department of Communication Sciences &amp; Disorders Criteria – Tenure Track Faculty Scholarship &amp; Other Creative Activities</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ul style="list-style-type: none"> <li>➤ Candidate should demonstrate a current capability and desire for excellence in scholarship as well as potential for significant accomplishments in this area, as exemplified by:                             <ul style="list-style-type: none"> <li>▪ A record of presentations at local, state, regional or national meetings or publication in refereed journals OR</li> <li>Activities that indicate interest and preparation for scholarly work as evidenced by the curriculum vita.</li> </ul> </li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Demonstrate excellence in research and creative activities;</li> <li>➤ Share the results of the scholarly work in peer reviewed forums, as exemplified by:                             <ul style="list-style-type: none"> <li>▪ A consistent record of peer-reviewed or invited local, state, regional, or national presentations</li> <li>▪ Authorship of 3 peer-reviewed manuscripts that have been accepted for publication or are published in refereed journals. The candidate should be the primary author on at least two of the manuscripts OR</li> <li>Demonstration that scholarly activities have had a significant impact upon the professions or society as a whole and that that impact will be sustained across time</li> </ul> </li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Document a program of research and/or creative activities;</li> <li>➤ Serve as a research/creative mentor to colleagues/graduate students, as exemplified by:                             <ul style="list-style-type: none"> <li>▪ Mentor students as they prepare case studies and research papers for publication.</li> </ul> </li> <li>➤ Seek and/or secure internal or external funding, as appropriate to the field, as exemplified by:                             <ul style="list-style-type: none"> <li>▪ Submission of application for at least 1 grant for external funding, OR</li> <li>Submission of application for a substantial grant or grants for internal funding</li> </ul> </li> <li>➤ Disseminate the results of scholarly work in peer reviewed forums, as exemplified by:                             <ul style="list-style-type: none"> <li>▪ A consistent record of local, state, regional or national presentations</li> <li>▪ Authorship of an additional 3 peer-reviewed manuscripts since the last promotion that have been accepted for publication or are published in refereed journals. The</li> </ul> </li> </ul>

	<p>➤ Seek internal or external funding as appropriate to the field, as evidenced by:</p> <ul style="list-style-type: none"><li>▪ Submission of application for at least 1 grant for external or internal funding</li></ul>	<p>candidate should be the primary author on two of the three manuscripts.</p>
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**TEXAS WOMAN'S UNIVERSITY**  
**Promotion and Tenure Requirements for Tenure Track Faculty**  
**University and Department of Communication Sciences and Disorders Standards for Service**

<b>University Standards – Tenure Track Faculty Service Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ul style="list-style-type: none"> <li>➤ Candidate should demonstrate a current capability and desire for excellence in service as well as potential for significant accomplishments in this area.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Contribute in a positive way to the mission of the component, college and university;</li> <li>➤ Demonstrate leadership within the component and college;</li> <li>➤ Participate in recruitment, advising, and mentoring of students;</li> <li>➤ Demonstrate active involvement in professional and/or community organizations.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Demonstrate leadership within the university;</li> <li>➤ Demonstrate leadership within professional and/or community organizations;</li> <li>➤ Contribute in a positive way to the mission of the component, college and university;</li> <li>➤ Serve as a mentor to students/student organizations.</li> </ul>

<b>Department of Communication Sciences and Disorders Criteria– Tenure Track Faculty Service Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ul style="list-style-type: none"> <li>➤ Candidate should demonstrate a current capability and desire for excellence in service as well as potential for significant accomplishments in this area. <ul style="list-style-type: none"> <li>• Clinical experience with patients or Professional service at a local, state, regional, or national level through elected office or committee membership, or as an invited speaker</li> </ul> </li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Contribute in a positive way to the mission of the component, college and university;</li> <li>➤ Demonstrate leadership within the component and college, as exemplified by: <ul style="list-style-type: none"> <li>▪ Minimum of 2 years of active participation on standing or ad hoc departmental or college committee/task force or as a Faculty Senator</li> </ul> </li> <li>➤ Participate in recruitment, advising, and mentoring of students as evidenced by: <ul style="list-style-type: none"> <li>▪ Participation in securement and retention of students within the department</li> </ul> </li> <li>➤ Demonstrate active involvement in professional and/or community organizations, as exemplified by: <ul style="list-style-type: none"> <li>▪ Professional service at local, state, regional or national level which may</li> </ul> </li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Contribute in a positive way to the mission of the component, college and university;</li> <li>➤ Demonstrate leadership within the university, as exemplified by: <ul style="list-style-type: none"> <li>▪ Service on at least one college and/or university committee in a leadership position</li> </ul> </li> <li>➤ Demonstrate leadership within professional and/or community organizations, as exemplified by: <ul style="list-style-type: none"> <li>▪ Service at a state, national or international level which may include elected office, appointed committee membership, voluntary service, manuscript or grant reviewer or invited speaker</li> <li>▪ Service within the community in ways that connect professional skills and expertise</li> </ul> </li> <li>➤ Serve as a mentor to students/student organizations.</li> </ul>

	include committee membership, voluntary service, manuscript or grant reviewer, or invited speaker.	
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**TEXAS WOMAN'S UNIVERSITY**  
**Promotion Requirements for Clinical Faculty**  
**University and Department of Communication Sciences and Disorders Standards for Teaching**

<b>University Standards – Clinical Faculty Teaching Requirements</b>			
<b>Clinical Instructor</b>	<b>Assistant Clinical Professor</b>	<b>Associate Clinical Professor</b>	<b>Clinical Professor</b>
<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Have completed the appropriate degree and licensure in the discipline</li> <li>➤ Have a minimum of two years of clinical practice.</li> <li>➤ A minimum of one year of teaching experience in the clinical area(s) of expertise is preferred.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Have completed the appropriate degree and licensure in the discipline</li> <li>➤ Have a minimum of four years of clinical practice.</li> <li>➤ A minimum of two years of teaching experience in the clinical area(s) of expertise is preferred.</li> <li>➤ Maintain current clinical expertise in teaching area(s);</li> <li>➤ Demonstrate excellence in all aspects of teaching;</li> <li>➤ Participate effectively in course development and evaluation.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Have completed the appropriate degree and licensure in the discipline</li> <li>➤ Completion of doctoral degree or enrollment in a doctoral program preferred</li> <li>➤ Have a minimum of six years of clinical practice.</li> <li>➤ A minimum of three years of teaching experience in the clinical area(s) of expertise is preferred.</li> <li>➤ Maintain current clinical expertise in teaching area(s);</li> <li>➤ Demonstrate excellence in all aspects of teaching;</li> <li>➤ Participate effectively in course development and evaluation;</li> <li>➤ Obtain assistant/associate/full membership on the Graduate Faculty, as appropriate.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Have completed a doctorate in a field related to the clinical specialty and the appropriate professional master's degree and/or licensure in the discipline.</li> <li>➤ Have a minimum of seven years of clinical practice is required as well as, if applicable, national certification in a clinical specialty area.</li> <li>➤ Have a minimum of six years of teaching experience in the clinical area(s) of expertise is preferred.</li> <li>➤ Maintain current clinical expertise in teaching area(s);</li> <li>➤ Demonstrate excellence in all aspects of teaching;</li> <li>➤ Demonstrate leadership in the development of academic programs;</li> <li>➤ Obtain/maintain associate/full membership on the Graduate Faculty, as appropriate;</li> <li>➤ Serve as a resource to other faculty.</li> </ul>

**Department of Communication Sciences and Disorders Criteria– Clinical Faculty Teaching Requirements**

<b>Clinical Instructor</b>	<b>Assistant Clinical Professor</b>	<b>Associate Clinical Professor</b>	<b>Clinical Professor</b>
<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Have completed the appropriate degree and licensure in the discipline as evidenced by: <ul style="list-style-type: none"> <li>• A Master’s Degree in Speech Language Pathology; the AuD (clinical doctoral degree in Audiology), a Texas License as a Speech-Language Pathologist and/or Audiologist; the ASHA Certification of Clinical Competence in the appropriate discipline</li> </ul> </li> <li>➤ Have a minimum of two years of clinical practice: <ul style="list-style-type: none"> <li>• The two years of clinical practice will be after the completion of the clinical fellowship year.</li> </ul> </li> <li>➤ A minimum of one year of teaching experience in the clinical area(s) of expertise is preferred, as evidenced by: <ul style="list-style-type: none"> <li>• A minimum of one year of experience as a supervisor of speech-language pathologist fellows, Audiology</li> </ul> </li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Have completed the appropriate degree and licensure in the discipline <ul style="list-style-type: none"> <li>▪ As required for the previous rank</li> </ul> </li> <li>➤ Have a minimum of four years of clinical practice.</li> <li>➤ A minimum of two years of teaching experience in the clinical area(s) of expertise is preferred, as evidenced by: <ul style="list-style-type: none"> <li>▪ Two or more years experience supervising clinical fellows or graduate students OR</li> <li>▪ Two or more years experience teaching coursework in the area of expertise</li> </ul> </li> <li>➤ Maintain current clinical expertise in teaching area(s), as evidenced by: <ul style="list-style-type: none"> <li>➤ Teaching or supervision reflecting current evidenced based-practice protocols</li> <li>➤ Maintaining CEU’s for current licensing and certification(s) by attendance at or participation in relevant continuing education events (e.g.,workshops, conventions, inservices)</li> </ul> </li> <li>➤ Demonstrate excellence in all aspects of teaching as evidenced by: <ul style="list-style-type: none"> <li>➤ Development and teaching of undergraduate courses, or of</li> </ul> </li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Have completed the appropriate degree and licensure in the discipline. <ul style="list-style-type: none"> <li>▪ As required for the previous rank</li> </ul> </li> <li>➤ Completion of doctoral degree or enrollment in a doctoral program preferred <ul style="list-style-type: none"> <li>▪ Or complete national certification in a clinical specialty</li> <li>▪ Or demonstrate an area of clinical specialty through an extensive record of teaching, presentations, or service as a regional consultant</li> <li>▪ OR Serve as content expert on students’ dissertations, theses, professional papers or case studies</li> </ul> </li> <li>➤ Have a minimum of six years of clinical practice.</li> <li>➤ A minimum of three years of teaching experience in the clinical area(s) of expertise is preferred.</li> <li>➤ Maintain current clinical expertise in teaching area(s) as evidenced by: <ul style="list-style-type: none"> <li>➤ Teaching or supervision reflecting current evidenced based-practice and current professional trends and issues</li> <li>➤ Three or more scholarly presentations of current clinical practices at relevant continuing education events (e.g.,workshops, conventions, inservices)</li> </ul> </li> <li>➤ Demonstrate excellence in all aspects of teaching as evidenced <b>by:</b></li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Have completed a doctorate in a field related to the clinical specialty and the appropriate professional master’s degree and/or licensure in the discipline.</li> <li>➤ Have a minimum of seven years of clinical practice is required as well as, if applicable, national certification in a clinical specialty area.</li> <li>➤ Have a minimum of six years of teaching experience in the clinical area(s) of expertise is preferred.</li> <li>➤ Maintain current clinical expertise in teaching area(s) as evidenced by: <ul style="list-style-type: none"> <li>▪ Meeting the requirements of the Associate Clinical Professor position, and</li> <li>▪ mentoring of students and/or by serving as chair of student research committees as permitted by the Graduate School</li> </ul> </li> <li>➤ Demonstrate excellence in all aspects of teaching as evidenced by: <ul style="list-style-type: none"> <li>• Meeting the requirements of the Associate Clinical Professor position</li> </ul> </li> <li>➤ Demonstrate leadership in the development of academic programs</li> <li>➤ Obtain/maintain associate/full membership on the Graduate Faculty, as appropriate;</li> <li>➤ Serve as a resource to other faculty as evidenced by: <ul style="list-style-type: none"> <li>▪ Excellence in mentoring of</li> </ul> </li> </ul>

<p>interns, or graduate students.</p>	<p>new supervisor training protocols or of new student orientation classes</p> <ul style="list-style-type: none"> <li>➤ Teaching and/or supervisory evaluations which are consistently above average</li> <li>➤ Peer evaluations which document excellence in teaching</li> <li>➤ Participate effectively in course development and evaluation as evidenced by: <ul style="list-style-type: none"> <li>▪ Developing, evaluating, or modifying courses OR</li> <li>▪ Developing or modifying supervisory evaluation procedures at each level (beginning, intermediate, advanced) of clinical expertise AND</li> <li>▪ Consistently and competently complete knowledge and skills records and other student monitoring systems</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>➤ Developing and teaching courses, supervisor training workshops or new student orientation classes</li> <li>➤ Teaching and/or supervisory evaluations that are consistently ranked as 'excellent'</li> <li>➤ Peer and student evaluations which document excellence in teaching and or supervision</li> <li>➤ Documented utilization of innovative and efficacious teaching/supervisory methods</li> <li>➤ Participate effectively in course development and evaluation as evidenced by: <ul style="list-style-type: none"> <li>▪ Active participation or leadership in course or curriculum development activities</li> <li>▪ Compliance with National Professional Association accreditation standards</li> </ul> </li> <li>➤ Obtain assistant/associate/full membership on the Graduate Faculty, as appropriate.</li> </ul>	<p>junior clinical track faculty</p> <ul style="list-style-type: none"> <li>▪ Departmental Peer Review collegiality rating of "excellent"</li> </ul>
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**TEXAS WOMAN'S UNIVERSITY**  
**Promotion Requirements For Clinical Faculty**

**University and Department of Communication Sciences & Disorders Standards for Scholarship and Other Creative Activities**

<b>University Standards – Clinical Faculty Scholarship and other Creative Activities</b>			
<b>Clinical Instructor</b>	<b>Assistant Clinical Professor</b>	<b>Associate Clinical Professor</b>	<b>Clinical Professor</b>
N/A	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Share clinical expertise with colleagues in clinical settings;</li> <li>➤ Demonstrate potential to advance practice within the discipline as a result of his/her own clinical practice/research.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Serve as a mentor to colleagues in scholarship/clinical area of expertise;</li> <li>➤ Obtain and/or maintain national certification in clinical specialty area, when applicable;</li> <li>➤ Receive peer recognition as an expert in a specific area of clinical practice</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Serve as a scholar-mentor to colleagues in clinical area of expertise;</li> <li>➤ Maintain national certification in clinical specialty area, when applicable;</li> <li>➤ Receive peer recognition as an expert in a specific area of clinical practice;</li> <li>➤ Demonstrate potential to advance practice within the discipline as a result of his/her own clinical practice/research;</li> <li>➤ Disseminate the results of scholarly work in peer reviewed forums</li> </ul>

<b>Department of Communication Sciences and Disorders Criteria– Clinical Faculty Scholarship and other Creative Activities</b>			
<b>Clinical Instructor</b>	<b>Assistant Clinical Professor</b>	<b>Associate Clinical Professor</b>	<b>Clinical Professor</b>
N/A	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Share clinical expertise with colleagues in clinical settings as evidenced by: <ul style="list-style-type: none"> <li>▪ A record of scholarly activity that can include invited presentations at a local, state, regional or national professional meetings OR</li> <li>• Participation as a contributing author to a publication such as an abstract for a refereed poster</li> </ul> </li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Serve as a mentor to colleagues in scholarship/clinical area of expertise, as evidenced by: <ul style="list-style-type: none"> <li>▪ Demonstration of the application of evidenced based practice and new research findings to faculty and students</li> <li>▪ Preparation of clinical instruction outlines/ protocols of recent evidenced based practice for inclusion in clinical manuals</li> </ul> </li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Serve as a scholar-mentor to colleagues in clinical area of expertise, as evidenced by: <ul style="list-style-type: none"> <li>• Meeting the requirements at the associate clinical professor level</li> <li>• Serving as first author of one or more refereed publications while mentoring junior faculty as a second author</li> </ul> </li> <li>➤ Maintain national certification in clinical specialty area, when applicable, as evidenced by: <ul style="list-style-type: none"> <li>▪ Meeting the requirements of the associate clinical professor position</li> </ul> </li> </ul>

	<p>presentation OR</p> <ul style="list-style-type: none"> <li>• Participation as a contributing author to a publication of a case report, monograph, continuing education course syllabus, juried article or a chapter in a textbook.</li> </ul> <p>➤ Demonstrate potential to advance practice within the discipline as a result of his/her own clinical practice/research, as evidenced by:</p> <ul style="list-style-type: none"> <li>▪ Service as a content expert on student papers</li> <li>▪ Direction of case studies and clinical data collection</li> </ul>	<ul style="list-style-type: none"> <li>▪ Obtain and/or maintain national certification in a clinical specialty area and/or CEU's in a clinical specialty area such as <ul style="list-style-type: none"> <li>*clinical teaching,</li> <li>*clinical supervision,</li> <li>*clinical presentations,</li> <li>*clinical publications, or</li> <li>*clinical service as a regional consultant</li> </ul> </li> <li>• Mentor students in their preparation of evidence-based documentation of their clinical work.</li> </ul> <p>➤ Receive peer recognition as an expert in a specific area of clinical practice as evidenced by the following:</p> <ul style="list-style-type: none"> <li>• Authorship of manuscript(s) published or accepted for publication in a refereed format</li> <li>• Awarded recognition at a public forum for professional contribution(s)</li> </ul>	<p>➤ Receive peer recognition as an expert in a specific area of clinical practice;</p> <ul style="list-style-type: none"> <li>▪ Or serve as a specialty area author on one or more manuscripts published or accepted for publication in a refereed format</li> </ul> <p>➤ Demonstrate potential to advance practice within the discipline as a result of his/her own clinical practice/research;</p> <p>➤ Disseminate the results of scholarly work in peer reviewed forums, as evidenced by:</p> <ul style="list-style-type: none"> <li>▪ A record of 6 scholarly activities that may include any of the following: Invited presentations at local, state, regional or national professional meetings OR publication(s) such as refereed poster presentations, publications of case report(s), monograph(s), continuing education course syllabi or a chapter in a textbook.</li> </ul>
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**TEXAS WOMAN'S UNIVERSITY**  
**Promotion Requirements For Clinical Faculty**  
**University and Department of Communication Sciences and Disorders Standards for Service**

<b>University Standards – Clinical Faculty Service Requirements</b>			
<b>Clinical Instructor</b>	<b>Assistant Clinical Professor</b>	<b>Associate Clinical Professor</b>	<b>Clinical Professor</b>
N/A	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Contribute in a positive way to the mission of the component, college, and university;</li> <li>➤ Participate in recruitment, advising, and mentoring of students;</li> <li>➤ Demonstrate active involvement in professional and/or community organizations.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Contribute in a positive way to the mission of the component, college, and university;</li> <li>➤ Demonstrate leadership within the component and college;</li> <li>➤ Participate in recruitment, advising, and mentoring of students;</li> <li>➤ Demonstrate active involvement in professional and/or community organizations.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Contribute in a positive way to the mission of the component, college, and university;</li> <li>➤ Demonstrate leadership within the University;</li> <li>➤ Demonstrate leadership within professional and/or community organizations;</li> <li>➤ Serve as a mentor to students/student organizations.</li> </ul>

<b>Department of Communication Sciences and Disorders Criteria– Clinical Faculty Service Requirements</b>			
<b>Clinical Instructor</b>	<b>Assistant Clinical Professor</b>	<b>Associate Clinical Professor</b>	<b>Clinical Professor</b>
N/A	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Contribute in a positive way to the mission of the component, college, and university, as evidenced by one or more of the following: <ul style="list-style-type: none"> <li>▪ Membership on at least one departmental, college, or university committee/task force</li> <li>▪ Service on the Faculty Senate</li> <li>▪ Service to the profession which reflects University involvement (e.g. TSHA Student Activities Committee).</li> </ul> </li> <li>➤ Participate in recruitment, advising, and mentoring of students, as evidenced by one or more of the following:</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Contribute in a positive way to the mission of the component, college, and university, as evidenced by: <ul style="list-style-type: none"> <li>• Participation in 3 or more activities of School, College, and/or University</li> <li>• Service as chair of a departmental committee or as a member of a college committee/task force, or as a Faculty Senator for the university</li> </ul> </li> <li>➤ Demonstrate leadership within the component and college, as evidenced by one or more of the following: <ul style="list-style-type: none"> <li>• Service as the Program Director for the Speech Pathology or Education of the Deaf Programs</li> </ul> </li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>➤ Contribute in a positive way to the mission of the component, college, and university, as evidenced by: <ul style="list-style-type: none"> <li>▪ Service for a minimum of 2 years as chair of a departmental committee or as chair of a college committee/task force, or as a Faculty Senator for the University</li> </ul> </li> <li>➤ Demonstrate leadership within the University (i.e. active participation on department/college or University committees.</li> <li>➤ Demonstrate leadership within professional and/or community organizations, as evidenced by: <ul style="list-style-type: none"> <li>▪ Serve as an elected officer, appointed</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>▪ Attendance at local high schools or university recruitment/ advising meetings</li> <li>▪ Service as a student advisor</li> <li>▪ Mentoring of new students through orientation meetings, welcome day, or other campus activities</li> <li>➤ Demonstrate active involvement in professional and/or community organizations, as evidenced by one or more of the following: <ul style="list-style-type: none"> <li>▪ Participation in service activities at local, state, regional or national level through elected office, appointed committee membership or voluntary service.</li> <li>▪ Membership and participation in local, state, regional or national professional organizations.</li> <li>▪ Record of volunteer work within the community</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Service as the Director of Practicum or of a Specialty Clinic; chairing component or college committee</li> <li>➤ Participate in recruitment, advising, and mentoring of students, as evidenced by: <ul style="list-style-type: none"> <li>• Participating in school, college and university marketing and recruitment activities</li> <li>• Service as a student advisor, or club sponsor</li> <li>• Participation in mentoring activities for students</li> <li>• Assisting in TETN Information Meeting presentations</li> </ul> </li> <li>➤ Demonstrate active involvement in professional and/or community organizations, as evidenced by one or more of the following: <ul style="list-style-type: none"> <li>• Service as an elected officer, appointed member, invited speaker or volunteer for a professional organization at the local, state, regional or national level</li> <li>• Service as a leader of a community organization</li> <li>• Provision of training for TETN distance SLP supervisors</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>member, invited speaker or volunteer at a local, state, regional or national level</li> <li>➤ Serve as a mentor to students/student organizations.</li> </ul>
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6/13/08 Approved by Faculty Evaluation and Development Committee, University Promotion and Tenure Committee, and Provost