

**Promotion and Tenure Guidelines**  
**Department of Speech and Hearing Sciences**

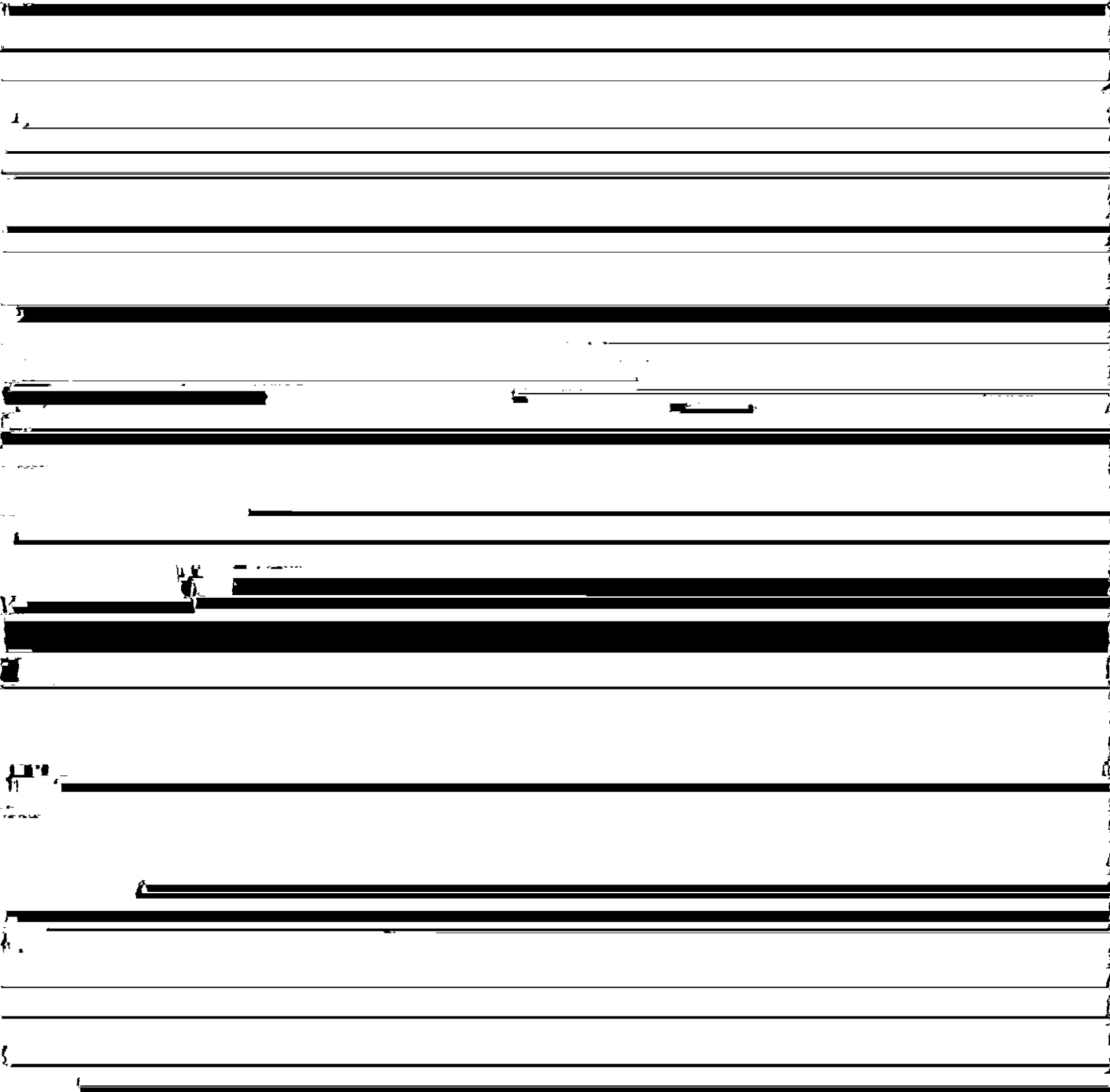
**University of Southern Mississippi**

The faculty of the Department of Speech and Hearing Sciences at The University of Southern Mississippi is comprised of individuals whose appointments are predicated in anticipation of significant contributions to teaching, research and service. These departmental guidelines and standards are designed to provide consistent and measurable means to evaluate each faculty member's qualifications for promotion and tenure. The guidelines are in accordance with and in

Mississippi Code of Regulations, Title 43, Part 1, Code of Institutions of Higher Learning of the State of

Research/Scholarship

As part of its mission, the Department of Speech and Hearing Sciences encourages research, including scholarly creative activities, that advances knowledge in its disciplines for the benefit of society. Consistent with this goal, faculty members are expected to engage in a program of research and scholarship. In order to be recommended for tenure and to qualify for promotion, a faculty member must be engaged in scholarly activities of sufficient quality and quantity to demonstrate a real contribution and a true commitment to the growth of knowledge in the



- Refereeing or reviewing competitive convention papers and programs
- Preparation and submission of applications for external funding
- Securing internal and/or external research grants
- Publication in professional and consumer publications that demonstrate high standards of scholarship and do not involve remuneration

The general expectation is that a faculty member seeking tenure will produce at least 5 to 8 publications during the probationary period with a consistent level of productivity throughout

To other constituencies:

- Conducting workshops
- Delivering lecture
- Providing expert clinical, discipline-related or legal opinions