

An excellent Professional Faculty member in the Communication Sciences and Disorders Department undergoing review at Augustana College will have a record of a minimum of the following accomplishments with regard to *teaching*.

At the time of review, the faculty member will demonstrate a record of consistent and sustained participation in a variety of teaching activities, as evidenced by *annual* engagement in all of the following activities:

- clinical teaching and/or classroom execution
  - creates an inclusive, student-centered educational experience for all students
    - includes a DEI statement in course syllabi
  - coursework meaningfully incorporates DEI in class activities, discussions, and experiences
  - high ratings on course evaluations
  - assesses student learning in clinical and classroom settings in objective, reflective, and measurable ways
  - ongoing improvements documented over time
  - positive evaluations from informal and formal peer observations
- pedagogical development
  - documented attempts to improve clinical expertise through formal means (e.g., disciplined readings, taking short courses, etc.); providing clinician/patient-centered services
  - documented attempts to improve teaching through formal means (e.g., disciplined readings, taking short courses, participating in workshops sponsored by the Office of Diversity and Inclusion, etc.)
  - documented attempts to improve teaching through experimental means (e.g., applying new methods, trying new techniques, etc.); infusing DEI into coursework; incorporating principles of Universal Design for Learning

In addition, if applicable, as determined by the CSD Chair and Professional Faculty member:

- teaching and mentoring in senior inquiry and/or master's thesis
  - working with students on thesis projects
  - working with students on research essay projects
  - incorporating students into own research projects
- new course development
  - developing a new course for the program, as needed
    - courses will promote inclusivity and an appreciation of diversity
  - developing a new course for general education, as needed

An excellent Professional Faculty member in the Department of Communication Sciences and Disorders undergoing review at Augustana College will have a record of a minimum of the following accomplishments with regard to *professional activity*.

At the time of review, the Professional Faculty member will provide evidence of:

- record of consistent and sustained participation in a variety of discipline-specific scholarly activities, as evidenced by engagement in a minimum of 1 of the following activities *per year*:
  - non-refereed article in a professional publication or on-line source
  - non-refereed invited article in a professional publication
  - publication of clinical-based book or materials
  - production of electronic academic or clinical materials
  - review of scholarly article or book
  - review of manuscript for a scholarly journal or academic publisher
  - participation in a field test of clinical-based materials
  - presentation to a local association
  - non-refereed presentation at a professional meeting
  - invited lecture at an institution of higher learning
  - membership in a relevant professional organization
  - serving as an organizer, presider, or discussant at a professional meeting
  - serving on a committee of a professional organization
  - serving on a board of a professional organization
  - serving on an executive committee for a professional organization
  - election to a learned society or receipt of honor for academic distinction
  - consulting or peer mentoring in area of one's academic expertise
  - work with government commissions in one's area of expertise
  - evidence of disciplined reading and study for the purpose of development in one's area of expertise
- a commitment to DEI incorporated through professional activity that may address race, gender, ethnicity, disability, and socio-economic status

An excellent Professional Faculty member in the Department of Communication Sciences and Disorders undergoing review at Augustana College will have an established record of the following accomplishments with regard to *service*.

At the time of review, the Professional Faculty member will demonstrate a record of consistent and sustained participation in a variety of *campus* service activities, as evidenced by engagement in activities such as the following:

- serving on the recruitment committee or completing departmental advising
  - recruitment
    - promoting equitable, fair, and inclusive practices in student recruitment
  - advising CSD majors and/or MS-SLP students
    - encouraging holistic development of each student
    - working with majors to select general education and major coursework
    - working with majors to encourage vocational reflection
    - helping majors with decisions about graduate school
    - writing letters of recommendation for graduate school
    - helping graduate students with post-graduation vocational, professional, or continuing education decisions
    - completing letters of recommendation for post-graduation employment or continuing education for MS-SLP students
- serving on at least one other department committee (e.g., Praxis/comprehensive examination committee; undergraduate assessment committee; graduate assessment committee; CSDCAS committee; curriculum committee)
- serving on a college committee
- serving on faculty council
- chairing a college committee
- serving as a faculty advisor or sponsor for a student group
- serving as a first-year advisor
- participating in departmental student recruitment activities (e.g., Visit Days, Scholarship Competition, or in-person or virtual MS-SLP recruitment sessions)
- serving as a guest speaker for a campus organization
- preparing a proposal for an external grant for the college
- serving as department chair or area head

A commitment to DEI will be expressed across service experiences.

In addition, at the time of promotion review the candidate will provide evidence of participating in *public* service activities, as evidenced by engagement in activities such as the following, *each year*:

- participating in a civic/community organization
- providing uncompensated consulting work for a civic organization
- lecturing to a community group
- other worthwhile activity, as specified