

Department of Journalism and Professional Writing
The College of New Jersey
Disciplinary Standards for Reappointment, Tenure, and Promotion

The attached disciplinary standards have been reviewed and approved by the Committee on Faculty Affairs, the Council of Deans, and the Provost.

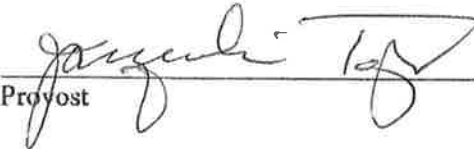
To avoid creating a moving target for candidates for reappointment, the disciplinary standards in effect during a faculty member's first year of employment will be used for reappointment and tenure applications. Candidates for promotion will use the disciplinary standards in effect in the year in which they apply for promotion.


Department Chair

6/30/17
Date


Dean

6/30/17
Date


Provost

7/12/17
Date

The Department of Journalism and Professional Writing will next review its disciplinary standards in Academic Year 2019-2020.

Disciplinary Standards
Department of Journalism and Professional Writing
The College of New Jersey

Approved by the English Department: 10 October 2012

Revised: 9 April 2014

Revised by the Department of Journalism and Professional Writing: 12 February 2017

A. Alignment with Key Institutional Documents and Values

1. **Purpose:** This document articulates disciplinary standards for the evaluation of faculty scholarship in the Department of Journalism and Professional Writing (JPW). In particular, it is designed to serve 1) as a guide for faculty to help them plan and effectively articulate the conduct and communication of their scholarly, creative and professional activities; 2) as a guide for the Department's Promotion and Reappointment Committee (PRC) in evaluating faculty progress toward reappointment, tenure and promotion, and 3) as a means of ensuring a supportive environment for faculty working to achieve the goals and missions of the Department, the School of the Arts and Communication, and The College of New Jersey.

2. **Foundations:** The TCNJ Mission Statement describes the institution as a "community of learners, dedicated to free inquiry and open exchange, to excellence in teaching, creativity, scholarship, and citizenship, and to the transformative power of education." Toward that end, JPW has developed a series of discipline-specific goals and objectives that serve the mission of The College as well as the mission of the School of the Arts and Communication, which cultivates "social inclusiveness, intellectual curiosity, technical mastery, disciplinary fluency, and an appreciation of the transformative power of creativity." The Department of Journalism and Professional Writing expects faculty to achieve excellence as both teachers and scholars.

A range of specializations is central to the intellectual life of the Department. The PRC strives to uphold the principles of fairness and flexibility in evaluating this diversity and the perspectives of our faculty contributions.

B. Categories of Acceptable Scholarly/ Professional/ Creative work

1. **Range of scholarly outcomes:** Working journalists regularly practice the scholarship of synthesis and discovery. For JPW, this includes commissioned works in print or multimedia, articles in peer reviewed journals and general-audience publications, enterprise or entrepreneurial media ventures, informational and interactive graphics, multimedia artifacts, showings, and models of online community. Though they may receive less weight, the Department also takes into account invited lectures, peer reviewed conference presentations, peer-reviewed or invited conference proceedings, grant applications, book reviews, review essays, contributions to

reference works, and scholarly notes. The PRC has the right and responsibility to judge the scholarly rigor and disciplinary appropriateness of a candidate's work.

2. **Range of scholarly modes:** JPW faculty work primarily in the scholarship of discovery and the production of new knowledge. The Department also values a range of applications that may include news games and software tools for computational journalism.

3. **Flexibility:** The Department understands that scholarly interests will evolve and develop over the course of a faculty member's career. This evolution is especially important to professional journalists whose assignments will vary considerably over the course of a year let alone a career. However, the Department expects faculty to focus on publishing as professional journalists through their promotion to associate professor. After consulting with the PRC and/or a designated faculty mentor, the Chair should craft a memo of agreement with each new faculty member that clarifies the scholarly specialty and primary scholarly modes associated with his or her position. (This memo should be based on the job description and the faculty member's stated interest in the application and interview.) Subsequent changes to this agreement should be reflected in the PRC's yearly review letter to the candidate.

4. **Discipline-specific challenges:** Untenured faculty should choose projects that can be effectively managed and completed within the fixed limit of the College's tenure clock. During those years, they should not pursue projects that pose insurmountable challenges such as (but not limited to) inaccessible archives, the need for extensive resources, and publishing difficulties. We recognize, however, that researchers have different experiences. It is incumbent upon applicants to explain any difficulties or challenges that affected their scholarship.

5. **Criteria for evaluating scholarly venue:** Following established professional and scholarly practices in the fields of journalism and mass communications, we use multiple criteria for evaluating venues for scholarly publication. These criteria include the reach of the publishing venue (circulation, audience); the status of the venue within the field (as determined, for example, by awards, prizes, ranking agencies and listings in authoritative sources such as Nieman reports); recognition in industry-wide competitions; and innovative approaches to industry problems (as evidenced by reviews of relevant literature, funding agencies, journalism foundations and organizations, and potential investors). It should be noted that editorial processes and policies vary depending on the publication or broadcast and that rate of acceptance is often not the most appropriate measure because much of a journalist's work is professionally commissioned, often by a single publication.

6. **Interdisciplinary work:** The rapidly evolving fields of journalism and professional writing are inherently interdisciplinary and are becoming more so. Faculty members should publish work rooted in the range of approaches relevant to JPW (as determined by the Department) or, in the case of joint appointments, acceptable to a committee comprised of members from the relevant departments or programs. Faculty whose work reaches across

disciplinary boundaries, but who do not have joint appointments, may request an interdisciplinary committee to develop and evaluate criteria for their scholarly and professional work.

C. Criteria for different types of Scholarly Work

1. **Evaluating quality:** Faculty members are expected to publish original, ethical work of the highest quality. (Quantity is addressed in Section C.4 below.) Such work is sophisticated and creates new knowledge or advances new interpretations. Journalism is also a discipline of verification, independent from political or financial interests, or factions beholden to such vested interests. We expect faculty to be informed by relevant journalist theory and engaged with contemporary professional discourse. The Department values work that exercises analytical rigor in building a sustained and substantial line of inquiry. The Department also values works of original reportage which may or may not be organized around a single topic or theme.
2. **Evaluating scholarship in context of TCNJ's value of teaching:** The Department of Journalism and Professional Writing expects faculty to achieve excellence in teaching and scholarship. The College's focus on teaching may affect the quantity of scholarship faculty members produce, but it should not affect the quality. The Department's central focus in every personnel decision is not on how the scholarship was produced but on its quality. In its evaluation of scholarship, the Department evaluates collaborative work with students according to the same standards applied to all other scholarly work.
3. **Criteria for evaluating intersection of service and teaching:** Faculty with outstanding records of publication often receive opportunities to serve the profession whether, for example, as referees for a scholarly journal/press, as organizers of conferences, or as advisers to other institutions. The Department values these activities as the responsibility of accomplished scholars and as important contributions to the profession. While they are helpful in establishing a scholar's impact and reputation, the Department does not consider these service activities to be forms of scholarship.
4. **Distinctive criteria for reappointment, tenure, and promotion:**

Reappointment: Candidates for reappointment should show demonstrable progress in their scholarly and/or professional work and program since first coming to TCNJ. Examples of this progress include newspaper, broadcast, journal or book submissions such as articles, stories, interactive graphics, multimedia artifacts, or other commissioned work. (Note: Standards for faculty engaging in scholarship in digital media are described in Section F.)

Tenure and/or Associate Professor: JPW candidates for tenure and/or promotion to Associate Professor should have a series of publications (and/or formally accepted and forthcoming

work) in one or more high-quality venues. Publications should be discipline appropriate and exhibit scholarly and/or professional rigor. While recognizing individual differences, the Department expects candidates for tenure and/or promotion to Associate Professor to have published 25,000 words since their appointment to TCNJ. These publications should demonstrate a continuous and carefully planned program of scholarship. Candidates should use their application essays to explain changes in that program and to describe their future scholarly and/or professional agenda.

Professor: The Department encourages faculty members to write and publish a single- or co-authored, scholarly book before promotion to Professor. Applicants also may pursue promotion to Professor through an equivalent combination of publications including edited collections and/or a suite of related articles and/or book chapters.

It is incumbent on all applicants for promotion to explain how their work represents a substantial and sustained contribution to their field. While recognizing individual differences, the Department expects all applicants for promotion to Professor to have written and published at least 50,000 words on a coherent topic, half of which should have been published since the promotion to Associate Professor.

D. Scope, Quality, Importance, and Coherence of Scholarly Program

1. **Evaluation of Scope and Importance:** JPW values a scholarly program that makes a national or international impact. Such impact is judged by the venues in which work is published or broadcast, citations and reviews of a candidate's work, re-printings, awards, course adoptions, and professional invitations to discuss one's work or to publish or present papers based on the candidate's reputation in the field.

In keeping with TCNJ's Promotions and Reappointment Document, the Department uses the external reviews required for promotion to full professor (and optional for promotion to associate professor) as important but not definitive evidence of the scope and importance of a candidate's work.

2. **Value of Student Involvement:** JPW respects scholarly projects that involve students and believes that they can be a valuable extension of one's teaching. However, the Department does not consider student involvement in its evaluation of a candidate's scholarly program; it evaluates the quality of a candidate's scholarship as defined in Section C. 1.
3. **Expectations of Productivity:** See Section C.4.
4. **Evaluation of Quality and Coherence:** Criteria for evaluating quality are defined in Section C. 1.

Candidates are expected to articulate the coherence of their work in the essay submitted with the

application for reappointment, tenure or promotion. For JPW, coherence may be demonstrated through a body of work cultivated through beat, investigative or enterprise journalism. When more than one topic or theme is involved, coherence is demonstrated through the expertise and knowledge required for in depth journalism on multiple topics, a skill typically required of professional journalists. Coherence also can be demonstrated by evidence of sustained and mature judgment, connected to a fully rounded and articulated set of professional practices.

For reappointment, tenure and promotion to associate professor, coherence is judged by publication history, the quality of publications, and the plan for future scholarship in relation to the candidate's previous work. The Department expects to see a coherent plan for future scholarship and demonstrated coherence and quality in the candidate's publications. Although the Department expects candidates for promotion to professor to present their plans for future scholarship, it primarily evaluates the coherence and quality of their publications.

E. Authorship

1. **Patterns of Authorship:** The Department primarily values single-authored or co-authored work published in scholarly or professional outlets. It also values and acknowledges the work of editing and co-editing journal volumes and published collections. Because collaborative works take a variety of forms, candidates should explain and demonstrate their contribution to the overall effort. The PRC will consider the extent of the candidate's demonstrated contribution to the project.

2. **Scale of Authorship:** In addition to the publication of peer-reviewed and/or commissioned articles and books, the Department recognizes the value of reviews, review essays, contributions to reference works, invited conference papers, general audience publications and scholarly notes. These are forms of recognition that attest to the extent of a journalist's visibility within his or her field. At the same time, these smaller-scale projects should not eclipse the production of larger-scale work.

3. **Student Engagement in Scholarship:** The Department respects scholarly projects that involve students and sees such projects as a valuable part of teaching. In its evaluation of scholarship for tenure and promotion decisions, however, the Department evaluates collaborative work with students according to the same standards applied to all other scholarly work.

F. Digital Media Specialists

In terms of journalism practice and theory, the rapidly changing tools of digital media mean that we must frequently revisit our methods of evaluating scholarship in the field. We cannot always rely on word count. So the standards for faculty engaging in such research will depend in part on the intensity of labor required for research, analysis and/or content-design projects.

Faculty specializing in digital journalism may be involved in a range of research, creative and professional activities that include application, definition and explication of new modes of journalism practice, creating new tools and business models for sustainable journalism, and exploring the impact of systemic change on the mission of journalism in a democracy.

As with other forms of scholarly and professional activity, the goal is for each faculty member to develop a sustained and coherent program that grows in depth, sophistication and impact. That said, the evolution of digital media requires a constant reframing or re-articulation of more typical development paths. Each faculty member must therefore develop and implement a program that best builds upon his or her strengths while responding to the evolving needs of TCNJ and the profession as a whole. It is incumbent on these faculty members to communicate with their colleagues about the labor and expertise involved in completing their scholarly projects.