Journalism Department Faculty Personnel Policy Statement

Addendum Regarding Creative and Scholarly Work

Approved September 26, 2014

In all matters, the Journalism Department defaults to the Personnel Policy of the College of Liberal Arts, with the additional clarification of scholarship in our discipline provided in this addendum.

Faculty engage in scholarly work to maintain currency in the discipline and to contribute to the understanding of the history, theory, criticism, practice or teaching of journalism and mass communication or related areas.

In order to be considered for promotion to associate or full professor, a candidate must meet the minimum requirements of the Cal Poly College of Liberal Arts outlined in the paragraph below.

A positive recommendation for promotion to associate professor shall require evidence of scholarly, creative or professional work equivalent to at least two articles published in well-respected and rigorously peer-reviewed scholarly journals in the relevant area. A positive recommendation for promotion to Full Professor shall require work equivalent to at least two additional such articles published since promotion or appointment to Associate Professor. This is a minimum standard for peer-reviewed publishing.

Creative or professional work in journalism that is equivalent to publication in a rigorously peer-reviewed journal must meet the following criteria:

- It must be a substantial and tangible piece of work distributed through respected professional channels of the first rank. The channels may take many forms, including book publishing, newspapers, magazines, broadcasting, documentaries, and digital platforms.
- It must be reviewed or juried by recognized professional peers.
- It must make important contributions to the candidate’s field, break new ground, create new knowledge, enhance understanding of important issues or topics, reach wide audiences or otherwise demonstrate impact and influence.

Appropriate creative or professional work must meet the criteria above and might include:

- Articles, documentaries, new storytelling forms and creative projects published or broadcast in mass media that demonstrate high standards in the practice of the discipline.
- Creative projects that are juried in regional, national or international competitions.
• Articles in respected outlets that are widely read and discussed in the academic and professional community (ranging, for example, from Columbia Journalism Review to the Atlantic Monthly).
• Research-based books, textbooks, or books based on original reporting.
• Development or application of hardware or software technology for communication enterprises or for the educational community, whose impact can be documented through high adoption rates, patents, sales, etc.
• Joint authorship will be fully credited only if the author has made a substantial contribution to the completed work.

Additional creative and scholarly activity that should serve as evidence of a faculty member’s cumulative contributions to his or her discipline include:

  Receipt of awards or grants for research-related activities that are awarded by regionally, nationally or internationally recognized institutions/organizations.

  Papers selected through a rigorous peer-review process that are presented at scholarly meetings of prestigious national or international organizations.

*Responsibility for demonstrating the equivalence of scholarship documented in the WPAF to the college requirements rests with the candidate.*
To: Doug Epperson, Dean
   College of Liberal Arts

Date: September 30, 2014

From: Kathleen Enz Finken
      Provost and Executive Vice President for Academic Affairs

Copies: Al Liddicoat

Subject: Journalism Department Faculty Personnel Policy Statement
         Addendum Regarding Creative and Scholarly Work

The subject document, approved by the Journalism Department faculty in September 2014, is approved for immediate implementation. Please provide the Journalism Department faculty access to the document as soon as possible.
DATE: September 29, 2014

TO: Kathleen Enz Finken, Provost
Academic Affairs

FROM: Douglas L. Epperson, Dean
College of Liberal Arts

SUBJECT: Journalism Department Policy Document

The subject document, approved by the Journalism Department faculty September 2014, is approved for immediate implementation. Please provide the Journalism Department faculty access to the document as soon as possible.
DATE: September 18, 2014

TO: Douglas L. Epperson, Dean
    College of Liberal Arts

FROM: Mary Glick, Department Chair
    Journalism

SUBJECT: Journalism Department Policy Document

The faculty in the Journalism Department requests the attached Journalism Department Faculty Personnel Policy Statement, Addendum Regarding Creative and Scholarly Work, be implemented.

The Statement was approved by a vote of department faculty on September 26, 2014.